

CAUT/ACPU BULLETIN



Inside - Gun
control petition
Pétition encartée -
Armes à feu

OCTOBER / OCTOBRE 1992 VOL. 39, No. 8

CAUT Council begins on a note of sadness

Delegates to the 31st CAUT Council met in Ottawa, Sept. 19 and 20. Prior to dealing with regular Council business, the members observed a moment of silence in memory of the three faculty members, Michael Hogben, Matthew Douglass and Aaron Jaan Saber, who were shot at Concordia University on Aug. 24.

June Chaikelson, acting president of the Concordia University Faculty Association, expressed appreciation to members of Council, CAUT and faculty from across the country for their expressions of support during the difficult days following the horrible event.

She paid tribute to Professor Hogben in particular who, as she stated, "died because he was President of the faculty association and was where he was in order to protect the association staff."

Council delegates also unanimously voted to contribute the sum of \$5,000 toward the memorial fund set up by Concordia University in memory of the faculty members who lost their lives.

Panel on violence

The more general problem of dealing with all forms of violence on campus was also a matter for serious consideration by Council. A panel comprised of Susan Addario, personal safety awareness officer at the University of Toronto, Marlis Edward, a criminal lawyer from Toronto, and Mariette Blanchette, a legal officer with CAUT, presented various aspects of this pervasive problem. In particular, the panelists discussed

how universities and individual faculty might deal with violent and disruptive behaviour, what legal rights individuals have or do not have under the Criminal Code and what faculty associations can do to establish policies and strategies to effectively handle such problems. (additional story pg. 5)

Following the discussion, Council passed a resolution instructing the CAUT Executive to prepare a report for Council addressing the question of violence on university campuses. The resolution also requested members of Council to make Concordia University's petition on gun control available on campus. (see insert)

ISGUG interim report

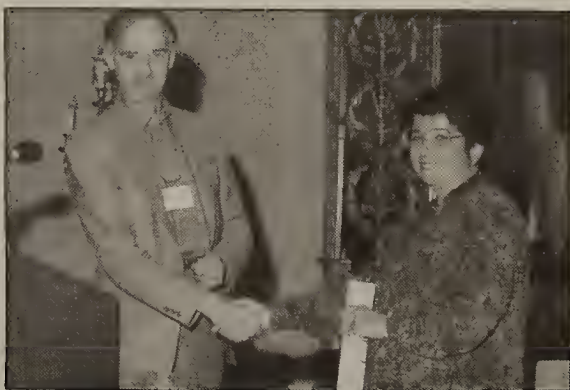
The Independent Study Group on University Governance (ISGUG) presented its interim draft report to Council. The members of the group, Ernst Benjamin (AAUP), Guy Bourgeault (Montréal) and Ken McGovern (Regina), outlined the major issues presented in the report with respect to governance and accountability.

Council members were urged to have their faculty associations consider the report carefully and submit any comments by Oct. 31. The report is available at all faculty association offices. (see story page 6)

Sarah Shorten Award

The second Sarah Shorten Award was presented during Council to Helen Breslau, senior research officer with

Council report continues page 4



On a happier note...

CAUT President Alan Andrews presents the 1992 Sarah Shorten Award to Dr. Helen Breslau, Senior Research Officer of the Ontario Confederation of University Faculty Associations. (story page 4)
Le président de l'ACPU, M. Alan Andrews, remet le Prix Sarah Shorten à Helen Breslau, attachée principale à la recherche de la Confédération des associations de professeurs d'université de l'Ontario. (voir à la page 4)

Fourth Concordia professor dies

CAUT sadly reports that Phoivos D. Ziogas, of Concordia University, died September 23 at the Montreal General Hospital. Professor Ziogas died from complications arising from three gunshot wounds suffered August 24 when he and four other victims were shot at Concordia University.

He is the fourth professor to die as a direct result of gunshot wounds sustained during the August 24 incident.

Ziogas, 48, had been associated with the University since 1978 and was a full-time, tenured professor, and Chair of the Department of Electrical and Computer Engineering.



Concordia: décès d'un quatrième professeur

L'ACPU a la tristesse d'annoncer que le professeur Phoivos D. Ziogas, de l'université Concordia, est décédé le 23 septembre à l'Hôpital général de Montréal. Il avait souffert de nombreuses complications en raison des blessures très graves subies le 24 août au cours de la fusillade à l'université Concordia, où ont été également blessées quatre autres personnes.

Le professeur Ziogas est le quatrième membre du corps enseignant à mourir des suites des blessures par revolver subies au cours de l'incident du 24 août.

Âgé de 48 ans, le professeur Ziogas était associé à l'université depuis 1978, où il était professeur titulaire enseignant à plein temps; il était également le directeur du département de génie électrique et informatique.

Le Conseil commence ses travaux dans la tristesse

Les délégués à la 31^e assemblée du Conseil de direction de l'ACPU se sont réunis les 19 et 20 septembre derniers. Avant de commencer leurs travaux, les membres ont tenu à garder une minute de silence à la mémoire de trois professeurs, Michael Hogben, Matthew Douglass et Aaron Jaan Saber, qui ont été victimes de la fusillade à l'université Concordia le 24 août.

June Chaikelson, présidente par intérim de l'association des professeurs de l'université Concordia a exprimé son appréciation aux membres du Conseil, à l'ACPU et aux professeurs de tous les coins du pays pour les manifestations de soutien au cours des jours terribles qui ont suivi la tragédie.

Elle a fait l'éloge du professeur Hogben en particulier qui, a-t-elle dit : «... est mort parce qu'il présidait l'association des professeurs et qu'il se trouvait où il était afin de protéger le personnel de l'association.»

Les délégués au Conseil ont voté à l'unanimité la somme de \$ 5 000 \$ à verser au fond commémoratif institué par l'université Concordia à la mémoire des membres de son personnel enseignant qui ont perdu la vie.

Trihune sur la violence

Le problème plus général des moyens à prendre pour contrer toutes les formes de violence sur les campus a également retenu sérieusement l'attention du Conseil. Une tribune a réuni Susan Addario, responsable de la sensibilisation

à la sécurité personnelle à l'université de Toronto, Marlis Edward, avocate spécialisée en droit criminel et Mariette Blanchette, avocate attachée à l'ACPU, qui ont présenté divers aspects de ce problème généralisé.

En particulier, les participantes ont discuté des moyens que les universités et les membres des corps universitaires pourraient prendre devant des comportements violents et perturbateurs, quels sont les droits des personnes en vertu du Code criminel et ce que les associations de professeurs peuvent faire pour établir des politiques et des stratégies permettant de régler ces problèmes avec efficacité. (voir à la page 5)

À la suite de la discussion, le Conseil a déposé une proposition en vue de demander au Comité de direction de l'ACPU de préparer un rapport à son intention sur la question de la violence dans les campus universitaires. La proposition demandait également aux membres du Conseil de faire diffuser dans les universités la pétition de Concordia sur le contrôle des armes à feu. (voir pétition encartée)

Rapport provisoire du GEIDU

Le groupe d'étude indépendant sur la direction des universités (GEIDU) a présenté son projet de rapport provisoire au Conseil. Les membres du groupe, Ernst Benjamin (AAUP), Guy Bourgeault (Montréal) et Ken McGovern

voir Conseil à la page 4

Bibliothécaires
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Landmark decision
(Page 8)

Accord Debated
(Page 7)

LETTERS/COURRIER

Pointed questions on NAFTA

K.H. Christie, Michael Wilson's apologist, attempted to assuage fears about the impact of the NAFTA stating "PSE not free trade issue" (CAUT June 1992). Should CAUT members and other Canadians be satisfied?

The letter in fact, notes "the NAFTA will not go beyond the FTA provisions." Canadians were promised PSE was not in that agreement either. Does it practically limit free access of American academics to Canada? Has it helped or hindered the incursion of American satellite universities in Canada?

Stating there has been "effective and timely consultations" on the NAFTA is a sick joke. What Canadians have been consulted? When Tony Eyton, associate deputy minister of prosperity, was asked it was admitted there had been no consultation with the universities nor with the 'unions' or associations. Recently AUCC was asked to present a brief on "future economic prosperity." CAUT on its own initiative has apparently prepared a brief. There were "over thirty briefings" — are they supposed to be consultation?

Providing provinces with a confidential memo and giving them "detailed briefings" is a curious way of practising the consultative process.

What has been the public's input? What form of "direct communications" have taken place? Was that the government's select business version of the Spicer commission? Certainly it would not be like the input to the federal government's constitutional negotiations where only supportive briefs were accepted.

It also is claimed consultation with non-governmental representatives has occurred. No question the BCNI, the CCC, the Fraser Institute and others who have been the government's gurus on the FTA, have been consulted.

The university community is supposed to be impressed with 17 trade group reps "affiliated with Canadian post-secondary institutions." How do they represent the university or college community? Are they simply Board of Governor business community appointees? How many representatives are there and what percentage of the total is the 17?

CAUT's interest may be appreciated but will be conveniently ignored if it does not adhere to the chosen path already programmed by the BCNI, which is leading the parade to control who, what and how subjects are to be taught in PSE and bring about an eventual privatization of university education with all the backward results that would produce.

CAUT should be asking for some prosperity which the government seems intent on handing out — to some — and asking pointed questions and not be satisfied with fluff answers as offered by the Christie letter.

Fuster Griezic
Canadian History
Carleton University

Women's studies program defended

Re letter from Ruth Gruhn (Radical Feminism Intolerant?) Sept. 1992

As the former Director of Canada's first and only Graduate program in Women's Studies, let me assure Professor Gruhn that our program is not dominated by "radical feminism" whatever that is. York's program is based on the emergence of a new form of interdisciplinary scholarship, research carried out by a distinguished group of scholars in Canada and elsewhere. It is both critical and sceptical of the work being done by other feminist scholars — their theories, methods, and interpretations — and by research conducted by scholars outside of this new discipline. Colloquia, seminars and classroom discussions are lively with disagreements and dissent; but there is no "party line."

But we are continually harassed by other academics who hold dogmatic views on gender differences based on sociobiology and other forms of biological determinism. Much of this is, as Professor Gruhn, an anthropologist would know, pseudo-science supporting a status quo that is not only anti-feminist, but homophobic and racist as well. These folks often have captive audiences and opportunities to disseminate their views that are greater than women's studies scholars have had.

Indeed, if by academic freedom we mean the means to express dissenting ideas, then it is we who have been deprived of it.

Thelma McCormack
Acting Director
Centre for Feminist Research
York University

Feminist writing termed tendentious

Readers should appreciate the irony in the two responses to Bert Fairbanks' suggestion that women's studies programs mainly propagate "isms": narrowly based ideologies forsaking scholarship in favour of advocacy. One admonishes the *Bulletin* in politically correct style for wasting valuable space while another takes up as much as possible by pointlessly listing a large number of "isms." The sad truth is that Fairbanks' comments are not baseless.

Twenty years ago sociologist Stanislaw Andreski recognized the "ism" aspect of the social sciences; he called it "sorcery." Recently, respected historian Paul Johnson, in an even more critical evaluation, categorized the social sciences as a "modern metaphysics." It would hardly be surprising to find that women's studies programs are also contaminated by this difficulty.

As a 53-year-old male engineer, who grew up in an era of rigidly defined gender roles, I have learned to accept the essential justice of most feminist causes. Consequently my response to the recent barrage of criticism of my profession was to seek insight in the relevant literature. I learned much of value, but I was also troubled by the tendentious nature of much of the writing; some seemed beyond the bounds of acceptable scholarship.

As an example, one sociologist argued that men have unnecessarily mathematized engineering as a device to exclude women. Using the sweeping generalizations and selected quotations that seems so characteristic of the field, she advocated removal of mathematics requirements as a way of increasing female enrolment in engineering schools. Needless to say the article was the subject of much hilarity amongst my colleagues; we wondered if she was aware of her implication that women could not cope with the mathematics!

I reluctantly concluded that Andreski was not being sarcastic when he advocated improving the quality of the social sciences by cutting the size of the relevant departments by a factor of three.

The article in question is: Sally L. Hacker, *Mathematization of Engineering: Limits on Women and the Field, in Machina Ex Dear: Feminist Perspectives on Technology*, Joan Rothschild, Editor, Pergamon.

P. A. Sullivan
Institute for Aerospace Studies
University of Toronto

"If all one has is a hammer, then everything looks like a nail." From recent correspondence evidently feminism and women's studies have become the proverbial nails for those persons, antagonistic to educational equity, who wield a hammer. Let's be clear: value-neutrality in science is at best a pipe-dream, at worst a myth. Science (whatever the discipline) and research (whatever the substantive question) are guided by one's value-driven weltanschauung. This is true for adherents of non-feminist, anti-feminist, or feminist scholarship. The difference is that some academics are prepared to acknowledge the values which guide their research and scholarship; while others hold steadfast to the myth of value-freedom.

Karen R. Grant, Ph.D.
Sociology, University of Manitoba
Member, CAUT Status of Women Committee

Comments? Questions?

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WASP bashing?

One of the pleasures of emigrating to Canada from the UK in 1971 was to discover a country in which there was a virtual absence of class consciousness. It seemed then, and still seems, that any young person sufficiently intelligent and determined could rise to any level in a profession of their choice, regardless of background.

How disappointing, then, that Professor Wilson should have spoilt an otherwise excellent editorial (CAUT *Bulletin*, March 1992) by casting needless aspersions on those who happen to be 'white,' 'male,' and 'upper middle class' (whoever they are), by the following paragraph:

"The government should not capitulate to those who, for ideological reasons, argue that any debt is bad. We know who they are. They also prefer a smaller university, without equity programs, without women's studies courses, and so on — a university like it used to be, mainly male, mainly upper middle class, mainly white."

And where is the evidence of an association between skin pigmentation and an unwillingness to become indebted?

Alan J. McComas
Biomedical Sciences
McMaster University

As does Prof. McComas, I too regard remarks about WASPs and WASP values as usually racist and insulting. But when I attended McMaster in the late '50's, it was in fact considerably smaller, mainly male, mainly middle class and mainly white, all for reasons we are now coming to recognize, but which we then didn't usually think about.

The national deficit is not to be ignored, but there is mere debt (borrowing to buy goodies) and investment (debt that creates a greater return later). Fancy helicopters for the navy are of the former sort, university funding the latter.

My point was that it is not accidental that the same right wing politicians who want to fight the deficit by cutting social programs such as university funding are the same politicians who share Allan Bloom's nostalgia for the university of the '50's and see these cuts as a way of forcing a return of it.

It is a political agenda that has as its aim the ending of attempts to make the university inclusive of all social groups and returning it to the exclusive institutions it once, not so long ago, was.

Fred Wilson
Past President
CAUT

CAUT CALENDAR

SWC (Halifax)	Oct. 14-15
SWC Workshop (Halifax)	Oct. 15-18
Defence Fund (Montreal)	Oct. 17-18
AF&T	Oct. 30-31
Consortium	Nov. 12
Coalition for PSE Conference	Nov. 14-15
Consortium Briefing	Nov. 15
Consortium Lobby	Nov. 16-19
Librarians Meeting (Halifax)	Nov. 25-26
Librarians Conference (Halifax)	Nov. 26-28

CALENDRIER DE L'ACPU

CSF (Halifax)	14-15 oct.
Atelier (CSF) (Halifax)	15-18 oct.
Caisse de défense (Montréal)	17-18 oct.
CLUPE	30-31 oct.
Consortium	12 novembre
Coalition pour l'EPS - Atelier	14-15 nov.
Séance d'information (Consortium)	15 novembre
Lobby parlementaire (Consortium)	16-19 nov.
Comité des bibliothécaires (Halifax)	25-26 nov.
Atelier des bibliothécaires (Halifax)	26-28 nov.



Alan Andrews

EDITORIAL/ÉDITORIAL

Shock and sadness follow Concordia shootings

This special feature replaces the regular President's editorial

Speech given by CAUT President Alan Andrews, at the memorial service for Matthew Douglass, Michael Hogben and Jaan Saber, Concordia University campus, September 10.

The events of August 24 here at Concordia reverberated through the academic community of this country with the force of a terrible shock wave. Professors and librarians everywhere were stunned to hear of the death by shooting of so many people in so callous a way in so short a time.

It was particularly shocking to us because we rightly pride ourselves on our ability to deal with disputes and disagreements, as universities should, in an atmosphere of tolerance, of mutual respect, and of an acceptance that there must and will indeed be many matters on which we will agree to differ.

What happened on August 24 was evidence of a profound ugliness, an ugliness against which there is perhaps in the end no sure safeguard: the vindictive spirit that refuses to accept the assurances of fairness and reasonableness that have been secured over the years in Canada through the process of collective bargain-

ing and which arise from the collective responsibility for one another which faculty members assume.

This spirit is ugly because it denies that most precious of university values, that truth is complex and manifold, that indeed it is truths, and not a single truth, with which we deal and which we pursue and that no one person has a monopoly of these truths. Those who died on August 24 were the victims of an intolerance against which we must continue to struggle.

They were also the victims of firearms, legally obtained if illegally used. These events have shown, as did the events elsewhere in this city on December 6 1989, that universities, alas, however special they may be in other



Hall Building Memorial, Concordia University
Exposition commémorative dans l'entrée du Pavillon Hall, Université Concordia

ways, are not immune from the violence that infects our society. If there is a lesson for us in these terrible events it is perhaps that we do indeed need to redouble our efforts to ensure an end to easy access to weapons whose only purpose is to kill.

Those who died were men who had given their lives to science, and to their students and their colleagues. Matthew Douglass was beloved as a teacher and colleague, a man who had served his colleagues twice as chairperson of the department. Jaan

Saber too was a devoted teacher and researcher as well as the recipient of numerous prizes.

If I make particular mention of Michael Hogben, it is because his death touches us in CAUT so very closely. He was dedicated to the union movement, and was serving for a second time as President of the Concordia University Faculty Association.

As a delegate to CAUT Council as well as to conferences, most recently our Collective Bargaining Conference this June, he was well known to many of those who volunteer their time and energy in the service of their colleagues, helping to secure their rights and achieve for them justice. It is indeed especially and bitterly ironic that it was while he was doing exactly that, that the person whose claims of injustice and unfairness Michael was seeking to resolve is apparently the one who took Michael's life.

On behalf of all those whom CAUT represents across this country, I offer our most heartfelt sympathy to Concordia University and especially to the families, friends, students and colleagues of Matthew Douglass, Jaan Saber and Michael Hogben. Gunned down as they went about their work in this university on a summer afternoon, they were a part of us all, and we too experience the pain and the shock of their loss.

Fusillade à Concordia — réactions d'horreur et de peine

Cette page spéciale remplace l'éditorial du président.

Allocution prononcée par le président de l'ACPU, M. Alan Andrews, au cours de la cérémonie commémorative célébrée à la mémoire des professeurs Matthew Douglass, Michael Hogben, Jaan Saber, campus de l'Université Concordia, le 10 septembre.

Les événements survenus le 24 août dernier ici à Concordia se sont répercutés dans l'ensemble de la communauté universitaire de notre pays avec la force d'une onde de choc épouvantable. Des professeurs et des bibliothécaires ont partout été atterrés d'apprendre la nouvelle de la mort, au cours d'une fusillade, de tant de personnes, d'une manière si effroyable et en si peu de temps. Cela nous a particulièrement troublés étant donné que nous nous enorgueillons à juste titre de notre capacité à régler les disputes et les différends, comme il convient à des universitaires, dans un esprit de tolérance, de respect mutuel et d'acceptation de cette réalité qu'il doit y avoir, et qu'effectivement il y aura de nombreuses questions sur lesquelles nous conviendrons de ne pas être du même avis.

Ce qui est arrivé le 24 août est la manifestation d'une laideur profonde, une laideur contre laquelle il n'y a peut-être, en fin de compte, pas de défense assurée : l'esprit de vindicte qui refuse d'accepter les assurances d'équité et de se servir des moyens raisonnables acquis au cours des années au Canada à l'aide du processus de négociation collective, dont découle la responsabilité collective

que les membres des facultés acceptent l'un envers l'autre.

Cet esprit est particulièrement déplaisant parce qu'il nie que l'une des valeurs universitaires les plus précieuses, le fait que la vérité est complexe et multiple, qu'en effet plusieurs vérités coexistent avec lesquelles nous avons à traiter et que nous recherchons, et qu'elles ne sont jamais l'apanage d'une seule personne. Ceux qui sont morts le 24 août ont été les victimes d'une étroitesse d'esprit contre laquelle nous devons continuer de lutter.

Ils ont été également les victimes d'armes à feu obtenues légalement, même si leur utilisation a été illégale. Ces événements ont révélé, comme l'ont fait ceux qui sont survenus ailleurs dans cette ville le 6 décembre 1989, que les universités, aussi exceptionnelles soient-elles de bien d'autres manières, ne sont pas, hélas, immunisées contre la violence qui infecte notre société. Si nous devons tirer une leçon de ces événements terribles, c'est celle-ci : nous avons peut-être effectivement besoin de redoubler d'efforts pour faire en sorte qu'on ne puisse plus se procurer facilement des armes dont le seul but est de tuer.

Les hommes qui sont morts avaient consacré leur vie à la science, à leurs étudiants et à leurs collègues. Matthew Douglass était très apprécié comme enseignant et comme collègue; il avait servi ces derniers à deux reprises à titre de directeur du département. Jaan Saber était également un enseignant dévoué et un chercheur ainsi que le lauréat de nombreux prix.

Si je désire faire mention particulière de Michael Hogben, c'est parce que sa mort

nous touche de très près à l'ACPU. Il était profondément engagé dans le mouvement syndical et s'acquittait d'un deuxième mandat de président de l'Association des professeurs de l'Université Concordia. À titre de délégué au Conseil de l'ACPU ainsi que comme participant aux conférences, tout dernièrement en juin lors de la conférence sur la négociation collective, il était bien connu de nombreux bénévoles, de celles et de ceux qui mettent leur temps et leur énergie au service de leurs collègues, veillant à assurer le respect de leurs droits et à obtenir justice pour eux. Il est d'ailleurs particulièrement et amèrement ironique que ce soit tandis que Michael remplissait justement ce

mandat en cherchant à résoudre les plaintes relatives à un traitement injuste et inéquitable d'un membre que ce soit celui-ci même qui, apparemment, lui ait ôté la vie.

Au nom de toutes celles et ceux que l'ACPU représente dans tous les coins de notre pays, j'offre nos plus sincères condoléances à l'Université Concordia et surtout aux familles, amis, étudiants et collègues de Matthew Douglass, Jaan Saber et Michael Hogben. Abattus dans l'exercice même de leurs responsabilités dans cette université, au beau milieu d'un après-midi d'été, ils faisaient partie de nous tous, et nous ressentons tous profondément la douleur et l'accablement de leur perte.



Jazz band plays 'Basin Street Blues' at memorial service, Concordia University campus, September 10.
L'ensemble de jazz joue 'Basin Street Blues' au cours de la cérémonie commémorative le 10 septembre, à l'Université Concordia.

CAUT BULLETIN DE L'ACPU

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COUNCIL REPORT/RAPPORTS DU CONSEIL

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the Ontario Confederation of University Faculty Associations. CAUT President Alan Andrews presented the award to Dr. Breslauer following a tribute by Professor Jane Gordon (Mount Saint Vincent), former chair of the CAUT Status of Women Committee. Following the day's events, CAUT hosted a reception in honour of Dr. Breslauer. (see story below)

Office accommodation report

The Council ad hoc committee on office accommodations presented its findings to delegates, along with a recommendation from the Executive Committee, that the association acquire its own office building. The present lease at 294 Albert Street in Ottawa expires in July 1993 and there was unanimous agreement that an alternative location should be sought.

Included in the detailed report were financial estimates which indicated that owning an office building would actually be less expensive in the long term than leasing, given the current economic climate.

Council members overwhelmingly voted in favour of pursuing the ownership option, empowering the Executive to proceed with either purchasing an existing building or constructing a new building, up to a maximum of \$1.5 million.

Lobbying report

Discussion of CAUT's lobbying activities centred on one major issue: the upcoming referendum on the Canadian Constitution. Council delegates were dismayed to learn that the Char-

lottetown agreement failed to take into consideration CAUT's policy on financing of post-secondary education.

The passionate debate by members over the impending referendum concluded with a motion instructing the CAUT office to disseminate information to the university community on the Charlottetown agreement, the absence of entrench-

ment of EPF into the Constitution, and other items in the accord relevant to CAUT concerns.

The motion further called on CAUT members "to call the Government of Canada to account for its flagrant disregard of its responsibility to and commitments for the future of post-secondary education in Canada." (see story page 7)

Auditor's report

CAUT Council members were pleased to hear that some restoration to the reserve fund was achieved during the fiscal year ending June 30, 1992. The audited statements, prepared by Deloitte & Touche, show the association's equity at \$181,287.

CAUT Treasurer, David Balzarini, reported that the successful year was partially a result of tighter financial

controls instituted by Council the previous year.

Bylaw amendments

Council approved changes to CAUT's general bylaw as well as to the terms of reference of the standing committees, with respect to conflict of interest guidelines for the internal operation of CAUT and its committees. CAUT already has in place recommended guidelines for use in the universities.

Conseil

suite de la page 1

(Regina) ont tracé les grandes lignes des principales questions dont le rapport traite en matière de direction et de responsabilité des universités.

Les membres du Conseil ont été encouragés à faire étudier soigneusement le rapport par leurs associations de professeurs locales, et à remettre leurs commentaires, le cas échéant d'ici le 31 octobre. (voir à la page 6)

Prix Sarah Shorten

Le second Prix Sarah Shorten a été décerné au cours de la réunion du Conseil à Helen Breslauer, première chercheuse auprès de la confédération des associations de professeurs d'université de l'Ontario. Le président de l'ACPU, M. Alan Andrews, a remis ce prix à la professeure Breslauer après un hommage prononcé par la professeure Jane Gordon (université Mount Saint Vincent), ancienne présidente du Comité du statut de la femme de l'ACPU. À la fin de la journée, l'ACPU a été l'hôte d'une réception organisée en l'honneur de la professeure

Breslauer. (voir ci-dessous)

Rapport sur les locaux de l'Association

Le comité ad hoc du Conseil sur les bureaux de l'Association a présenté ses constatations aux délégués, ainsi que les recommandations du Comité de direction. Celui-ci recommande de devenir propriétaire d'un immeuble. Le bail actuel au 294, rue Albert, à Ottawa, expire en juillet 1993 et les avis sont unanimes quant à la nécessité de rechercher d'autres locaux.

Le rapport détaillé comportait des estimations financières qui indiquent que la possession d'un immeuble pour nos bureaux serait effectivement moins coûteuse à long terme que la location, compte tenu du climat économique actuel.

Les membres du Conseil ont voté en masse en faveur de l'achat d'une propriété, donnant plein pouvoir au Comité de direction de procéder soit à l'achat d'un immeuble existant ou à la construction d'un nouvel immeuble, jusqu'à concurrence de 1,5 millions de dollars.

Rapport du groupe de pression

Les discussions portant sur les activités du groupe de pression de l'ACPU se sont concentrées principalement sur une question: le prochain référendum sur la Constitution du Canada. Les délégués au Conseil avaient été consternés d'apprendre que l'entente de Charlottetown n'avait aucunement tenu compte de la politique de l'ACPU en matière de financement de l'enseignement postsecondaire.

Le débat passionné des membres sur la question de ce référendum s'est conclu avec une proposition donnant ordre au bureau de l'ACPU de diffuser de l'information dans la collectivité universitaire sur l'entente de Charlottetown, sur l'absence de mesures assurant le financement de l'enseignement postsecondaire et d'autres points de préoccupation de l'ACPU.

La proposition incite les membres de l'ACPU à demander des comptes au gouvernement du Canada du fait de la négligence flagrante avec laquelle il traite ses responsabilités et ses engagements sur l'avenir de

l'enseignement postsecondaire au Canada. (voir à la page 7)

Rapport des vérificateurs

Les membres du Conseil de l'ACPU ont été heureux d'apprendre que le fond de réserve à été quelque peu rétabli au cours de l'exercice qui s'est clos le 30 juin 1992. Les bilans vérifiés, préparés par la firme Deloitte & Touche, indiquent que le capital de l'Association s'établit à 181 287 \$.

Le trésorier de l'ACPU, M. David Balzarini, a précisé que les résultats positifs de l'année étaient en partie attribuables aux contrôles financiers plus stricts que le Conseil à mis en oeuvre l'année précédente.

Modification des statuts

Le Conseil a approuvé des modifications aux statuts de l'ACPU ainsi qu'aux termes des mandats des comités permanents, en ce qui a trait aux directives en matière de conflit d'intérêt dans la gestion interne de l'ACPU et de ses comités. L'ACPU a déjà mis en place les directives recommandées aux universités.

Sarah Shorten Award goes to Helen Breslauer

Dr. Helen Breslauer has been honoured by CAUT as recipient of the 1992 Sarah Shorten Award. Dr. Breslauer is Senior Research Officer with the Ontario Confederation of University Faculty Associations. She has worked for OCUFA since 1979.

The Sarah Shorten Award was created to honour the memory of Professor Sarah Shorten, former President of CAUT, and a champion of women's rights. The award is presented annually to deserving individuals in recognition of outstanding contributions made to the advancement of the status of women in Canadian universities.

As part of the ceremonies held during the Council meeting on September 19th, Professor Jane Gordon, of Mount St. Vincent University, and a former Chair of the CAUT Status of Women

Committee, paid tribute to the many achievements of Dr. Breslauer. Among these accomplishments, noted Prof. Gordon, has been the creation, nurturing and sustained support for the OCUFA Status of Women Committee, scholarly presentations to a variety of academic and professional bodies, networking with groups representing other constituencies within the university community, development of resource material and providing counsel to both individuals and associations on matters of concern to them.

In her tribute, Prof. Gordon stated "Dr. Helen Breslauer has had a long-standing and deep commitment to equality for women in Canadian universities. This has been a major thrust in her professional activities for at least a decade. It is a theme which has pervaded everything she has done, whether or not it is the specific focus of an activity. It is entirely fitting that we honour these achievements."

In accepting the award, Dr. Breslauer thanked the CAUT Council for the honour, along with the CAUT Status of Women Committee for their recommendation and the OCUFA Status of Women Committee for their nomination. She noted the special significance of the award being presented to a faculty associa-

tion staff member, and thanked CAUT on behalf of all staff.

While commenting on the strides that women have made in gaining equity within the university community, Dr. Breslauer called on faculty members and their associations to work to change those elements in the culture of the university that make women, minority members, the disabled and aboriginal people both feel unwelcome and operate at a disadvantage in the university milieu.

"We have to make sure that peer review, collegial decision-making and academic freedom exist not only to protect all academics from those who would impose their personal or political will on the universities, but also for all who would call the

university their home," stated Dr. Breslauer. "We are living in a dangerous time when arguments about academic freedom are being used by some people in universities against those who have been under-represented in the universities," she said. "This cannot be allowed to occur. CAUT cannot allow it. Provincial associations cannot allow it. Faculty associations cannot allow it. Individual faculty members, wearing all their hats, whether as members of Senates or members of faculty associations, cannot allow it to happen and must work to stop it. Academic freedom must be a vital part of the inclusive university. You have to take the agenda back, make it your own, figure out how to transform the



Helen Breslauer

university into the inclusive place it deserves to be and must become." Council members responded with a standing ovation.

Helen Breslauer lauréate du Prix Sarah Shorten

Helen Breslauer a été honorée par l'ACPU à titre de lauréate du prix Sarah Shorten de 1992. Madame Breslauer occupe le poste d'attachée principale à la recherche auprès de la confédération des associations de professeurs d'université de l'Ontario (OCUFA), où elle travaille depuis 1979.

Le Prix Sarah Shorten a été créé à la mémoire de la professeure Sarah Shorten, ancienne présidente de l'ACPU et une championne de longue date des droits de la femme. Le prix est décerné annuellement

aux personnes dont on tient à reconnaître les contributions éminentes à la cause de l'avancement du statut des femmes dans les universités canadiennes.

Au cours des cérémonies qui se sont déroulées pendant la réunion du Conseil de direction de l'ACPU, le 19 septembre dernier, la professeure Jane Gordon, de l'université Mount St. Vincent et ancienne présidente du Comité du statut de la femme de l'ACPU, a fait l'éloge des nombreuses réalisations de Mme Breslauer.

Parmi celles-ci, a souligné la professeure Gordon, on trouve la création, l'entretien du Comité du statut de la femme de l'OCUFA et l'appui permanent qu'elle lui accorde, des exposés savants devant des corps professionnels et universitaires, l'établissement de liens avec des groupes représentatifs d'autres intérêts au sein de la collectivité universitaire, la mise au point de documents ressource et la diffusion de conseils tant à des individus qu'à des associations sur des questions qui les

Helen Breslauer à la page 12



Jane Gordon

COUNCIL REPORT/RAPPORTS DU CONSEIL

Panel discusses violence on campus

While the CAUT Council mourned the loss of the three professors shot at Concordia University in August, it also discussed the general question of violence on campus and what the university community can and should do about it.

Three panelists discussed different aspects of the problem. Susan Addario, personal safety awareness officer, the administrator responsible for developing and administering policy in this area at the University of Toronto, spoke on the experience of her university.

Ms. Addario noted that all members of the university community need to work together to develop policy in order both to ensure coordination and to make the policies effective. Such a policy involves both improving physical safety but also developing clear procedures about disruptive behaviour.

Members of the community should know what constitutes acceptable and non-acceptable behaviour. She thought there was a clear and important role for the faculty association in developing these procedures

and educating the community (see box).

Marlis Edward, a criminal lawyer, spoke on the uses and limitations of the Criminal Code in dealing with problems of violence on the campus. She noted that the university was a privileged community in the sense that violence had not reached the proportions that one sees in certain other parts of the urban community. This means that the university has an opportunity to take preventive action before matters get out of hand.

Ms. Edward noted that the Criminal Code itself was a blunt instrument. The law, she said, did not respond to situations where there is only a possibility that someone may do something. The code does speak to two situations, however.

Any person who fears for their safety can go to the court and request a peace bond. This would normally be issued after a hearing with both parties. Peace bonds normally attach conditions such as a prohibition from contact with a particular person. Those who make actual and serious threats

to an individual can be prosecuted.

She explained that in the criminal justice system it is not easy to obtain a conviction because of the presumption of innocence. It is also slow and hard on the complainant. Nevertheless, genuine breaches should be prosecuted. The real solution, however, is the implementation of preventive programs such as those being created at the University of Toronto.

Mariette Blanchette, legal officer at CAUT, talked about the application of the Charter of Rights and Freedoms in such situations. She noted that individuals had the right to protect themselves if they were physically threatened. She said that many of the suggestions of Susan Addario could be incorporated in faculty collective agreements and be consistent with the Charter provided such procedures ensured due process to the violator, or the principle of natural justice.

Following the addresses of the three panelists, discussion from the floor dealt with the balance of rights and responsi-



panel members (l to r) membres de la tribune (g à d): Mariette Blanchette, Marlis Edward, Susan Addario

bilities on the campus and on the balance of risks involved.

Council also debated a resolution from the Executive which mandated the Executive to develop a report on violence

on campus. The resolution also authorized the circulation to local associations of the petition from the rector of Concordia University urging the banning of handguns.

Violence sur les campus — Tribune sur un sujet d'actualité

Au cours de son assemblée de septembre, le Conseil de l'ACPU s'est recueilli à la mémoire des trois professeurs tués dans la fusillade à l'université Concordia en août, puis a entamé la discussion sur la question générale de la violence sur les campus universitaires et des moyens que la collectivité universitaire peut et doit prendre pour la contrer.

Trois personnes constituaient la tribune réunie à cette occasion pour traiter de différents aspects du problème. Mme Susan Addario, responsable de la sensibilisation à la sécurité personnelle, chargée de la mise au point et de l'administration de politiques dans ce domaine à l'université de Toronto, nous a fait part de son expérience dans son établissement. Mme Addario a noté que tous les membres de la collectivité universitaire doivent collaborer à mettre sur pied des politiques afin d'assurer que les efforts de tous les intervenants sont coordonnés et efficaces. De telles politiques doivent permettre d'améliorer la sécurité physique des personnes, mais elles doivent aussi servir à mettre au point des méthodes claires pour réagir devant les comportements perturbateurs. Les membres de la collectivité doivent savoir ce qui constitue des comportements acceptables et inacceptables. Elle pense que l'association des professeurs a un rôle très clair et majeur à jouer dans la mise au point de ces méthodes et dans la sensibilisation de la collectivité (voir encadré en anglais).

Mme Marlis Edward, avocate spécialisée en droit criminel, a parlé du Code criminel et de ses limites dans les cas de violence sur les campus. Elle a fait

remarquer que l'université forme une communauté privilégiée, en ce sens que la violence n'y a pas atteint les proportions que l'on peut voir dans d'autres parties de la société urbaine. Cela signifie, selon elle, que l'université a la chance de prendre des mesures préventives avant que la situation n'empire.

Mme Edward a fait remarquer que le Code criminel est lui aussi un instrument peu délicat. La loi, a-t-elle dit, ne s'intéresse pas à des situations où il n'y a que la possibilité que quelqu'un fasse quelque chose. Le Code s'intéresse toutefois à deux situations particulières. Toute personne qui craint pour sa sécurité peut s'adresser au tribunal et demander l'émission d'une ordonnance d'obligation de ne pas troubler la paix. Une telle ordonnance serait normalement émise après

audition des deux parties. Ces documents comportent normalement plusieurs conditions, comme l'interdiction d'entrer en contact avec une personne donnée. Ceux qui portent des menaces réelles et graves contre quelqu'un peuvent être poursuivis.

Elle a expliqué que dans le système de cour criminelle il n'est pas facile d'obtenir une inculpation étant donné la présomption d'innocence. C'est également un système lent et difficile à supporter pour la partie demanderesse. Néanmoins, des infractions authentiques doivent faire l'objet de poursuites. La bonne solution, cependant, est la mise en oeuvre de programmes de prévention comme ceux qui sont en cours d'élaboration à l'université de Toronto.

Mme Mariette Blanchette,

avocate attachée à l'ACPU, a traité de l'application de la Déclaration des droits de la personne dans de telles situations. Elle a noté que des personnes ont le droit de se protéger si leur vie est menacée. Elle a précisé que bon nombre des idées proposées par Mme Addario pourraient être incorporées dans les conventions collectives des professeurs tout en respectant la Déclaration, pourvu que de telles mesures assurent l'application régulière de la loi au contrevenant, selon le principe de la justice naturelle.

Après l'exposé des trois

membres de la tribune, la discussion s'est poursuivie avec les personnes présentes dans la salle sur l'équilibre à maintenir entre les droits et les obligations de chacun sur les campus et sur les risques éventuels.

Le Conseil a également débattu une résolution du Comité de direction qui vise à charger celui-ci de la préparation d'un rapport sur la violence sur les campus. La proposition permet également de diffuser aux associations locales la pétition émanant du recteur de l'université Concordia visant à interdire le port d'armes à feu.

Dealing with violent and disruptive behaviour on campus

What faculty associations can do

- Establish and pronounce an organizational commitment to support the eradication of violence on campus;
- Develop appropriate forum and workshop strategies for faculty members; to help identify problem behaviours, resources and solutions;
- Provide association assistance (resources, financial contributions, speakers) for all campus violence reduction programs;
- Mobilize association members to speak out on issues of violence affecting any part of the campus community;
- Serve as a clearinghouse for information regarding all forms of violence against faculty members;
- Re-examine and change association policies or agreements which place undue weight on protection of faculty, at the expense of vulnerable community members.

(Prepared by Susan Addario, Personal Safety Awareness Officer, University of Toronto)

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COUNCIL REPORT/RAPPORTS DU CONSEIL

Interim report on governance sparks debate

Bob Moore, ISGUG Secretary
The Independent Study Group on University Governance appointed by CAUT submitted a draft interim report to the CAUT Council for discussion and debate. The intention of the Study Group is to receive comment until the end of October, reconsider its report in the late fall and present a final document to the January Council. Once the final report is complete, CAUT will make an official response to its recommendations.

The Report is in two sections.

The first deals with the internal functioning of the university. It emphasizes the importance of the senate and suggests various reforms to make senates more effective. In particular it recommends that the administration's overall university budget be debated by the senate with the power to add suggested amendments or variations prior to a final decision by the Board of Governors. It also recommends that senates should have a significant role in creating the procedures for the choice of senior administrators and in the actual

choice of such administrators. It suggests that senates should have independent speakers as in the House of Commons and a senate executive with senior administrators but with a majority of elected senators. It discusses the relation both of collective agreements and of management committees to the senate process. Other parts of this section deal with boards of governors and with the senior administration.

The second part of the report deals with accountability. It suggests that the first principle

of accountability should be openness. The line budget should be open and tabled in the senate. All information about the financial operations of the university should be open and available, including salaries of senior administrators and faculty, as has been the case in British Columbia for several decades.

In addition the report recommends that university administrations should negotiate conflict of interest regulations with faculty associations as well as policies on fraud and misconduct in research.

The major recommendation in this second section is that AUCC should take the lead in developing a system of national accreditation in a form acceptable to both the anglophone majority and the francophone minority within the university community. It argues that the likely result of inertia in this area is the development of ten provincial accrediting bodies under the thumb of the provincial governments with probably fairly intrusive powers.

The report rejects devices and fads such as value added accounting and notes that performance indicators are less scientific than their protagonists claim. Performance is very much in the eye of the beholder.

er. Statistical analysis and research on the universities is clearly important, but overblown claims for particular panaceas should be met with scepticism.

The report recommends that government reject proposals to restructure universities into separate teaching and research universities. The report does note, however, that the accrediting process it is recommending starts with a self-study at the local level whereby the university itself defines its own mission. Accreditation should involve an examination of how well the university carries out that mission. This process, therefore, allows as much variation as the institutions themselves want.

There was vigorous debate on all these matters at Council. There was also discussion with the liaison groups which are bodies both inside and outside the university with an interest in higher education.

Copies of the draft interim report can be secured from local faculty association offices or by contacting Bob Moore at the CAUT office.

The Secretary of State is translating the text and recommendations of the interim report as well as the final report.



ISGUG Members (l to r) Membres du GEIDU (g à d): Bob Moore (CAUT), Ernst Benjamin (AAUP), Ken McGovern (Regina), Guy Bourgeault (Montréal)

Direction des universités — le rapport suscite des débats

Bob Moore, Secrétaire du GEIDU

Le Groupe d'étude indépendant sur la direction des universités nommé par l'ACPU a soumis un rapport provisoire au Conseil de notre association pour en permettre la discussion. Le Groupe d'étude attend de recevoir des commentaires d'ici fin octobre, afin de réexaminer son rapport au cours de l'automne et de déposer un document final à la réunion du Conseil en janvier. Lorsque le rapport final sera achevé, l'ACPU formulera une réponse officielle aux recommandations que le rapport contiendra.

Le rapport est divisé en deux parties. La première traite du fonctionnement interne de l'université. Elle fait ressortir l'importance de l'organe qu'est le Sénat et suggère diverses réformes permettant de le rendre plus efficace. En particulier, elle contient la recommandation que le budget global de l'université, établi par l'administration, fasse l'objet d'un débat au Sénat doté du pouvoir d'ajouter des modifications ou des variantes avant que le Conseil des gouverneurs ne prenne de décision finale. Elle recommande également que les Sénats aient un rôle marquant dans la création de procédures menant au choix des administrateurs supérieurs et dans le choix effectif de ceux-ci. Elle propose que les Sénats aient une présidence indépendante, comme à la Chambre des Communes, et un comité de direction formé d'administrateurs chevronnés, mais comportant une majorité

de sénateurs élus. Cette partie traite de la relation qui doit exister entre les travaux des membres du Sénat et les engagements pris dans le cadre des ententes collectives et par les comités de gestion. Ailleurs, elle traite également des conseils de gouverneurs et de l'administration supérieure.

La deuxième partie du rapport traite de responsabilité. Elle propose que le premier principe de la responsabilité devrait être la transparence. Le budget détaillé devrait être ouvert et déposé devant le Sénat. Toutes les données relatives aux opérations financières de l'université devraient être ouvertes et à la disposition des personnes intéressées, y compris le traitement des administrateurs supérieurs et des membres du corps enseignant, comme cela est le cas en Colombie-Britannique depuis plusieurs décennies.

En outre, le rapport recommande que les administrations universitaires devraient négocier les règles relatives aux conflits d'intérêt avec les associations de professeurs, de même que les politiques en matière de fraude et d'inconduite dans la recherche.

La recommandation majeure de cette deuxième partie est que l'AUCC devrait prendre l'initiative et développer un système d'agrément national dont la formulation conviendrait tant à la majorité anglophone qu'à la minorité francophone au sein de la collectivité universitaire. La recommandation précise que le résultat vraisemblable de

l'inertie dans ce domaine sera le développement de dix organismes d'agrément provinciaux, sous la coupe des gouvernements provinciaux dont les pouvoirs seront, c'est probable, passablement gênants.

Le rapport rejette le recours aux trucs ou aux méthodes à la mode, comme la comptabilité de la valeur ajoutée, et il note que les indicateurs de rendement sont moins scientifiques que leurs protagonistes ne le prétendent, car le rendement est une notion qui dépend pour beaucoup de l'évaluateur. L'analyse statistique et la recherche sur les universités est d'évidence importante, mais des affirmations exagérées à propos de panacées particulières devraient être examinées d'un œil critique.

Le rapport recommande que le gouvernement rejette des propositions visant à restructurer les universités pour en faire des entités distinctes, pour qu'elles deviennent des universités spécialisées en recherche ou en enseignement. Le rapport note, toutefois, que le processus d'agrément dont il recommande l'adoption soit mis en train par une étude interne au niveau local, au cours de laquelle l'université elle-même définirait sa propre mission. Le processus d'agrément devrait comprendre l'examen de la manière dont l'université s'acquitte de sa mission. Ce processus permet par conséquent autant de variantes que les établissements peuvent en vouloir.

Un débat vigoureux a permis

de discuter de toutes ces questions au cours de la réunion du Conseil. La discussion a porté également sur les groupes de liaison qui constituent des organismes, tant dans l'université qu'à l'extérieur, intéressés à l'enseignement supérieur.

On peut se procurer des exemplaires du rapport

provisoire en s'adressant aux bureaux des associations de professeurs locales ou en communiquant avec Bob Moore, au secrétariat de l'ACPU.

Le Secrétariat d'État s'est chargé de faire traduire le texte et les recommandations du rapport provisoire ainsi que du rapport final.

Jon Thompson to receive Milner Award

The CAUT Council unanimously accepted the recommendation of the Academic Freedom and Tenure Committee to award Professor Jon Thompson of the University of New Brunswick the Milner Memorial Award.

The award is granted to those making a "distinguished contribution to the cause of academic freedom, or writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community."

Professor Thompson will be the seventh recipient of the award since it was first presented in 1971 to Mr. Justice Bora Laskin. The award will be presented to Professor Thompson at the CAUT Council meeting in January 1993.

Lauréat du Prix Milner : Jon Thompson

Le Conseil de direction de l'ACPU a accepté à l'unanimité la recommandation du Comité de la liberté universitaire et de la permanence de l'emploi de décerner le Prix commémoratif Milner au professeur Jon Thompson, de l'université du Nouveau-Brunswick.

Le Prix Milner est accordé aux personnes qui apportent une «contribution distinguée à la cause de la liberté universitaire», au titre «d'actions entreprises dans la cause de la liberté universitaire, ou d'écrits qui contribuent de manière marquée à une meilleure compréhension et à la consolidation de la liberté universitaire dans la collectivité canadienne.»

Le professeur Thompson sera le septième lauréat de ce prix depuis le premier, décerné en 1971 au juge Bora Laskin. Il sera remis au professeur Thompson au cours de la réunion du Conseil de direction de l'ACPU en janvier 1993.

COUNCIL REPORT/RAPPORTS DU CONSEIL

Council debates Charlottetown accord

By Donald C. Savage and Tim Stuft
Yes or No? — that is the question debated at its meeting held in September, with respect to the Charlottetown accord and the upcoming referendum.

Delegates representing the Nova Scotia Confederation of University Faculty Associations and the University of Toronto Faculty Association urged Council to endorse the No side in the Oct. 26 referendum since the agreement flagrantly disregarded the responsibility and commitments of the Government of Canada for post-secondary education.

The resolution was, however, amended to require the CAUT Executive to disseminate information to the entire university community regarding those parts of the accord relating to the concerns of CAUT. In the course of the debate the resolution was further amended to reaffirm CAUT's commitment to asymmetrical federalism in this area and clarified to note the gains secured for language minorities and aboriginal peoples. The amended version passed.

PSE and the Constitution

The original resolution was provoked by anger about the failure of governments to seriously address the question of transfer payments to the provinces for post-secondary education. The social charter section does note, as a policy objective, reasonable access to post-secondary education. This section of the Constitution is not enforceable.

However, when Ontario, Saskatchewan and Nova Scotia raised the question of transfer payments for post-secondary education and medicare, neither the federal government nor the other provinces were prepared to deal with the issue.

The first ministers did adopt a policy long advocated by CAUT, namely that federal/provincial fiscal agreements should be in the form of five-year contracts. This arrangement would be more difficult to break than the current arrangements whereby Ottawa can and

does reduce its transfers for post-secondary education and medicare at will.

However, this arrangement is for new programs only, except that there is a commitment to apply it to the existing Canada Assistance Plan. It does not apply to post-secondary education and medicare.

There is a provision to say that a framework should be developed to guide the use of the federal spending power in areas of exclusive provincial jurisdiction. Various contradictory conditions are attached for example, "ensure equality of treatment of the provinces, while recognizing their different needs and circumstances."

The accord says that the Constitution should commit the first ministers to establishing this framework at a future conference of first ministers.

Proponents of the accord have noted that the new constitutional arrangements do for the first time legitimize federal involvement in areas of exclusive provincial jurisdiction.

The president of CAUT said that CAUT intended to ensure that politicians continue discussing federal funding for post-secondary education so that universities may gain a greater degree of financial stability. CAUT must also get our legislators to define "reasonable access" to ensure that all who have the desire and the academic qualifications can pursue a university education.

Rights of women

The Canada clause has drawn the ire of the National Advisory Committee (NAC) which argues that the clause reduces the rights of women guaranteed under the Charter and provides lesser protection for women than for language minorities. NAC also argues that the accord will make it impossible to introduce new federal social programs of interest to women such as daycare.

Minority rights

Delegates at the Council pointed out that the accord does give significant pro-

tection to minority rights, for example francophones outside of Quebec and anglophones in Quebec.

Rights of First Nations

CAUT has for some time supported the demands of native Canadians for the recognition of their rights.

R&D nowhere to be found

While the post-secondary education provisions are relegated to the fine print, a direct reference to research and development is nowhere to be found in the Aug. 28 constitutional accord.

This contrasts with both the February report of the parliamentary Dobbie-Beaudoin Committee on constitutional reform, and with the federal government's original constitutional proposals released last fall. Both documents make rather off-hand statements about the "preservation of Canada's existing research and development capacity."

It also pales in comparison with the discussion of R&D found in one of the federal government's "prosperity initiative" consultation papers entitled *Prosperity Through Competitiveness*. In this October 1991 paper Ottawa defines R&D as a "key element" for Canadian prosperity.

On the other hand, the Allaire Report demanded that research and development become an exclusive provincial responsibility, a proposition which was not realized in these negotiations.

Senate will ratify R&D agency heads

An indirect reference to R&D exists in the provision in the constitutional accord on Senate ratification of key federal government appointments.

Such appointments are to be set out in "specific federal legislation rather than the Constitution," and would require a simple majority ratification vote in the Senate. These appointments are defined as being the "heads of the national cultural institutions and the heads of federal regulatory boards and agencies."

Among the appointments that will require Senate ratification are the heads of the three research councils, the

National Library, the National Archives, the national museums and the Canada Council.

Job training goes to provinces

The constitutional accord defines labour market development and training as a matter of exclusive provincial jurisdiction.

At the request of a province, the federal government would be required to withdraw from any or all training and labour market activities, except unemployment insurance which will remain a field of exclusive federal jurisdiction.

Ottawa would be obligated to negotiate within a "reasonable time" an agreement that meets the particular circumstances of the province in question. Such an agreement would provide "reasonable compensation" to any province requesting that the federal government withdraw.

Provinces that negotiate agreements to constrain the federal spending power will be required to ensure that their labour market development programs are "compatible with the national policy objectives, in the context of different needs and circumstances."

And provinces get culture too

In the new constitutional accord the provinces are recognized as having exclusive jurisdiction over cultural matters within their boundaries. The accord states that this should be recognized through an "explicit constitutional amendment that also recognizes the continuing responsibility of the federal government in Canadian cultural matters."

Ottawa will retain responsibility for national cultural institutions, including grants and contributions delivered by these institutions. It will also negotiate cultural agreements with the provinces in recognition of their "lead responsibility for cultural matters within the province and to ensure that the federal government and the province work in harmony."

Le conseil débat l'accord de Charlottetown

Donald C. Savage et Tim Stuft
OUI OU NON? — Voilà la question qui a fait l'objet des débats au Conseil de direction lors de sa réunion de septembre, en ce qui a trait à l'accord de Charlottetown et du prochain référendum.

Les délégués représentant la confédération des associations de professeurs d'université de la Nouvelle-Écosse et de l'association des professeurs de l'université de Toronto pressaient le Conseil de soutenir les partisans du Non dans le référendum du 26 octobre, étant donné que l'accord néglige de manière flagrante la responsabilité et les engagements pris par le gouvernement du Canada en ce qui concerne l'enseignement postsecondaire.

La proposition a été amendée, toutefois, pour demander à la direction de l'ACPU de diffuser de l'information à tous les membres de la communauté universitaire sur les parties de l'Accord qui traitent des préoccupations de l'ACPU. Dans le courant des débats, la proposition a été amendée de nouveau pour réaffirmer l'engagement de l'ACPU envers un fédéralisme asymétrique dans ce domaine et elle a été précisée pour prendre en compte les gains réalisés par les minorités linguistiques et les peuples autochtones. La version amendée a été adoptée.

L'enseignement postsecondaire et la constitution

La proposition originale avait été provoquée par la colère contre les gouvernements qui n'ont pas réussi à traiter avec sérieux la question des paiements de transfert aux provinces au

titre de l'enseignement postsecondaire. La section portant sur la charte sociale note comme objectif politique l'accès raisonnable à l'enseignement postsecondaire. Cette section de la Constitution n'est pas applicable.

Toutefois, lorsque l'Ontario, la Saskatchewan et la Nouvelle-Écosse ont soulevé la question des paiements de transfert au titre de l'enseignement postsecondaire et de l'assurance-maladie, ni le gouvernement fédéral ni les autres provinces n'étaient disposées à en traiter.

Les premiers ministres ont néanmoins adopté une politique prônée de longue date par l'ACPU, c'est-à-dire que les ententes fiscales fédérales et provinciales devraient être constituées de contrats couvrant des périodes de cinq ans. Un tel arrangement serait plus difficile à rompre que les arrangements actuels, car Ottawa peut réduire et effectivement réduit à volonté les paiements de transfert destinés à l'enseignement postsecondaire et à l'assurance-maladie. Toutefois, un tel arrangement ne couvre que les nouveaux programmes, sauf en ce qui a trait à l'engagement de l'appliquer également au Régime d'assistance publique du Canada existant. Il ne vise pas l'enseignement postsecondaire ni l'assurance-maladie.

Une disposition existe qui prévoit la mise sur pied d'un cadre permettant de guider l'utilisation du pouvoir de dépenser fédéral dans des domaines de compétence provinciale exclusive. Diverses conditions contradictoires y sont attachées, par exemple «assurer l'égalité du traitement des provinces, tout en reconnaissant leurs besoins et leurs

circonstances différentes». L'Accord prévoit que la Constitution devrait engager les premiers ministres à établir ce cadre au cours d'une de leurs futures conférences.

Les tenants de l'Accord ont noté que les nouvelles dispositions constitutionnelles légitiment pour la première fois l'intervention du gouvernement fédéral dans des domaines de compétence provinciale exclusive.

Le président de l'ACPU a indiqué que l'Association à l'intention de s'assurer que les hommes et femmes politiques continueront à discuter du financement fédéral au titre de l'enseignement postsecondaire afin que les universités puissent atteindre un niveau de stabilité financière plus élevé. L'ACPU doit également amener nos législateurs à définir ce qu'ils entendent par «accès raisonnable» pour s'assurer que tous ceux qui ont le désir et les compétences nécessaires puissent poursuivre une formation universitaire.

Droits des femmes

La Clause Canada a enrégé le Comité consultatif national qui estime que l'Accord réduit les droits des femmes garantis en vertu de la Charte et offre moins de protection aux femmes qu'aux minorités linguistiques. Le Comité affirme également que l'Accord rendra impossible l'introduction de nouveaux programmes sociaux fédéraux intéressant les femmes, comme celui des garderies.

Droits des minorités

Les délégués au Conseil ont fait remarquer que l'Accord accorde une protection marquée aux droits des minorités, c'est-à-dire aux francophones

hors Québec et aux anglophones au Québec.

Droits des premières nations

L'ACPU soutient depuis déjà quelques temps les demandes des autochtones visant la reconnaissance de leurs droits. La R-D est irrevocable

Tandis que les dispositions relatives à l'enseignement postsecondaire sont, elles, reléguées au fin fond des clauses, nulle part dans l'entente constitutionnelle du 28 août dernier ne trouve-t-on de mention directe de la recherche et du développement.

Si on compare ce fait avec le rapport de février du Comité parlementaire Beaudoin-Dobbie sur la réforme constitutionnelle et avec les premières propositions du gouvernement fédéral diffusées l'automne dernier, on remarque que les deux documents mentionnent au moins, mais comme en passant, la «préservation des compétences existantes du Canada en matière de recherche et de développement».

Par contraste, dans les discussions sur la R-D que l'on trouve dans le document de travail du gouvernement fédéral en matière d'initiative concernant la prospérité, paru sous le titre : *La compétitivité mène à la prospérité*, en octobre 1991, Ottawa définit la R-D comme un «élément clé» de la prospérité canadienne.

D'autre part, le Rapport Allaire exigeait que la recherche et le développement deviennent une responsabilité provinciale exclusive, proposition qui n'a pas été acceptée au cours de ces négociations.

voir le conseil débat à la page 12



Maureen Kilgour

COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Equality for gays and lesbians

Landmark decision on equality for gays and lesbians

An Ontario Human Rights Commission Board of Inquiry has ruled in favour of Michael Leshner, who alleged that the Ontario government was discriminatory in denying insured employee benefits and a survivor's pension to his partner in a gay relationship. The Board found that the government's practices amounted to discrimination on the basis of sexual orientation and that the definition of marital status in the Ontario Human Rights Code should not include a distinction based on sexual orientation. Further:

- 1) The Board (August 31, 1992) ordered the provincial government to provide "equivalent survivor benefits to its gay and lesbian employees through an arrangement outside of the existing pension plan."
- 2) The Board directed the province to seek amendments to the federal income tax act. The income tax act prohibits registration of a pension plan which provides survivor benefits to gay and lesbian spouses.
- 3) The Board ordered that the words "of the opposite sex" be removed from the current definition of "marital status" in the Human Rights Code.

The impact of this decision is far-reaching because the Ontario Human Rights Code applies to all employers in Ontario. However, it is unlikely that most employers will proactively initiate changes to their benefit and pension plans. Most will probably wait to respond to requests from individuals and unions.

Ontario's Attorney General, Howard Hampton, said that Ontario will be required to set up a separate pension scheme if the required changes to the Income Tax Act are not made within three years.

Further information on this ruling can be obtained from the Coop office at CAUT. A copy of the complete text of the decision is available from the *Canadian Human Rights Reporter* (phone (604) 736-0235) at a cost of \$20.00.

Les homosexuels et les lesbiennes ont gain de cause en matière d'égalité

Une commission d'enquête instituée par la Commission des droits de la personne de l'Ontario a statué en faveur de Michael Leshner, qui a allégué que le gouvernement de l'Ontario faisait preuve de discrimination en refusant d'accorder des avantages sociaux et une rente de survivant à son conjoint dans une relation homosexuelle. La commission a conclu que les pratiques du gouvernement relevaient effectivement de la discrimination en fonction de l'orientation sexuelle et que la définition de situation de

famille contenue dans le Code des droits de la personne de l'Ontario ne devrait pas inclure de distinction en fonction de l'orientation sexuelle. De plus:

- 1) La Commission a ordonné le 31 août 1992 que le gouvernement provincial fournisse «des prestations aux survivants équivalentes à ses employés homosexuels et à ses employées lesbiennes au moyen d'un dispositif externe au régime de rentes existant.»
- 2) La Loi de l'impôt sur le revenu fédérale interdit l'enregistrement d'un régime de rentes qui prévoit des prestations aux survivants aux conjoints homosexuels et aux conjointes lesbiennes. La Commission a ordonné à la province de s'efforcer de faire modifier la Loi de l'impôt sur le revenu.
- 3) La Commission a ordonné la suppression des mots «du sexe opposé» de la définition actuelle de «état matrimonial» contenus dans le Code des droits de la personne.

Les conséquences probables de cette décision sont nombreuses étant donné que le Code des droits de la personne de l'Ontario assujettit tous les employeurs de l'Ontario. Toutefois, il est peu vraisemblable que la plupart des employeurs apporteront de manière proactive des modifications à leurs avantages sociaux et à leurs régimes de rentes. La plupart vont probablement attendre pour réagir que des individus ou des syndicats présentent des demandes à ce titre.

Le procureur général de l'Ontario, Howard Hampton, a dit que l'Ontario sera tenu d'établir un régime de rentes distinct si les modifications nécessaires ne sont pas apportées à la Loi de l'impôt sur le revenu d'ici les trois prochaines années.

On peut obtenir de plus amples renseignements sur cette décision auprès de la Coopérative de négociation collective de l'ACPU. Un exemplaire du texte complet de la décision est disponible (en anglais) en s'adressant à : *Canadian Human Rights Reporter* (téléphone : (604) 736-0235), au prix de 20 \$.

The annual workshop of the Collective Bargaining Cooperative will be held in Ottawa, on January 28 and 29, 1993. This year's workshop will deal with employee assistance programs, stress in the workplace and in faculty associations, and related employee benefits, such as long term disability and disability pensions. Further information and registration materials can be obtained from the Collective Bargaining Cooperative. (There is no registration fee for Coop members.)

The Political Economy of Pensions: Power, Politics and Social Change in Canada, Britain and the United States

by Richard Lee Deaton
UBC Press, Vancouver, 1989

When I became an employee of a Canadian university, I joined the employee pension plan. Later, I learned that the pension plan is a means by which I ensure a lifespan schedule of payment for income earned as a university employee. Payments into the pension fund may be made by deduction from salary at source or direct payment by the employer. But the way in which the monthly payment gets made is a matter of bookkeeping. The full amount has been earned, that month, by the employee for whom the "contribution" is made.

Until recently, I did not realize the serious social, political and economic consequences of how these pension funds are invested. Then I studied the data in Richard Lee Deaton's scholarly and rather moving treatise on *The Political Economy of Pensions*. In his research, Deaton examines the private and the state pension arrangements in Canada, the United States, and Britain.

Using an analytic perspective which he characterizes as "Marxist," he presents data that demonstrate how our pension funds are used by private financial interests, for profit, and he concludes that those moneys could be invested differently — to the greater good of the aging population of Canadians.

Deaton argues that, as a group, the aged are immiserated and marginalized. They are "the invisible poor." That condition he ascribes to the "subsistence principle" which holds that the aged are entitled to a minimum standard of living and the doctrine of "individual thrift" which places the onus upon each of us to provide for ourselves.

In contrast, there has developed a "continuity of income" approach in which the

appropriate post-retirement standard of living is that enjoyed prior to retirement. However, as Deaton confirms, the consequence of continuity of income is perpetuation of poverty!

Given current demographics, it is surprising to Deaton that public policy analysts have paid relatively little attention to pension fund investments. This may well be related to popular opinion which has it that the subject is obscure, complicated and/or dreadfully dull. But that cannot be the only explanation: many obscure, complicated and/or dreadfully dull topics have been studied intensely. Rather, as Deaton explains, the elderly are ignored because of the popularly-held "vulgar and simplistic" idea that the solution to their problems is cash.

Deaton argues that these problems will not be solved by cash alone. Moreover he insists that, for a number of reasons, private pension plans are not adequate. First of all, half of the population is not covered and that estimate may be low. For example, the unemployed are omitted (although it is agreed that they too will get old someday).

Second, for those who are employed and members of a private pension plan there is not full protection against the erosion of post-retirement income. Partial indexation to the cost of living is not adequate because, by definition, anything less than full indexation provides for systematic decrease in pension income.

Third, collective bargaining must balance the interests of younger members of pension plans (in minimization of present costs) and those of older colleagues (in maximization of future benefits).

For those reasons, as well as demographics of aging and the attendant costs, Deaton takes the position that: "ameliorating the impoverishment of the current

and future elderly will require an increased level of public expenditure through an expanded state social security retirement system." (p. 45)

State social security retirement systems are in direct conflict, however, with powerful private interests. Through their pension savings, Canadian employees provide the funds for private capital accumulation and private economic expansion. Pension funds have been used by private enterprise in other ways: to promote or oppose corporate takeovers, to create internal cash flow, etc. The corporate sector has a great deal to lose from a decrease in the savings accumulated in private pension plans which might result were there to be an increased involvement of the state in the provision of pension benefits.

Indeed, Deaton draws the conclusion that: "The primary function of the private pension system is now to augment and promote capital accumulation in the private sector. Pension fund investment is now viewed as being vital for economic growth and the very survival of capitalism." (p. 185)

Deaton's data concerning the structure of "pension fund power" and the relation between the pension system and "corporate power" do much to untangle the shared and contrary interests among the parties involved. Private sector interests in capital accumulation and the state needs for social capital and operating revenue conflict directly with those of the elderly. What seems inevitable, however one understands these interrelated interests, is the outcome for Canadian elderly — continued neglect and further impoverishment.

In the last chapter, Deaton suggests strategies for social change. Rather than the "Wall Street" convention by which pension funds are passive in the conduct

of businesses in which they invest, Deaton urges activism. His point here is that pension savings should be used directly in support of the interests of those who contributed. For example, pension policy might limit investments to corporations which Deaton describes as "friendly to the interests and goals of workers."

Ultimately, having made comparisons with other countries and having evaluated potential alternatives, Deaton takes the reasoned position that there must begin a gradual transition which shifts the onus for funding of post-retirement benefits to the state. He quotes Keynes' opinion that "investment cannot safely be left in private hands," and he concludes that "To organize investment for the 'general social advantage' will require that it be put under public control."

Deaton's book makes a unique and valuable contribution to those of us who would prepare ourselves to avert the crisis to come. If we ignore his warnings, in the year 2030 or before, our students may be publishing learned treatises about the disastrous effects of our collective delusion that membership in a pension plan meant, for us, financial security over the entire lifespan.

As a member of a private pension plan, however, Deaton's thesis leaves me uneasy on two counts. Clearly, it will not be enough for us to provide for our own future needs on the assumption that someone else will take care of others. Regrettably, however, the idea of turning over the responsibility for our old age to the state (albeit to a capitalist one) requires a kind of trust to which government is not entitled.

(Review by Dr. Marcia Ozier, Department of Psychology, Dalhousie University)

Stop squeezing higher education

Federal support for colleges and universities has slipped to unacceptably low levels. Worse, it's quickly disappearing altogether.

In 1991-92, Ottawa contributed \$3.7 billion to post-secondary education across Canada, down 2.4 per cent from \$3.8 billion in 1990-91.

The same year, in contrast, the Ontario government alone budgeted \$3.1 billion for post-secondary education.

Where is this leading?

For the have provinces, like Ontario and Quebec, transfer payments for colleges and universities under Established Programs Financing (EPF) will disappear in the mid-1990s.

The writing has been on the wall for some time. In the past 10 years, federal EPF transfers have been reduced by \$12.3 billion to Ontario and \$34 billion to all provinces.

And the federal share of Ontario's expenditures on health care and post-secondary education have fallen from a high of 52 per cent this year, isn't keeping pace with needs, demands or realities, particularly in a recession.

Yet, Ottawa and the provinces are turning up the heat and rhetoric on cash-starved colleges and universities to improve the knowledge and skills of Canadians.

And that's what the people want. All post-secondary institutions in Ontario have experienced an explosion in applications during the recession as education appeals to people of all ages as a way to improve their skills.

However, there aren't spaces, teachers or classrooms for all those who are seeking entrance or want to drop back in to hone their skills.

For too long, governments have blamed post-secondary institutions, especially universities, for not responding to society's needs. That's no longer true in most cases.

Universities have accommodated more students, improved the quality of teaching, done more relevant research and become more accountable.

There's no more that can be squeezed out of post-secondary institutions. They can't be expected to keep delivering more for less indefinitely.

It's time for Ottawa to reform or replace its inadequate transfer payments to provinces — and time for Queen's Park to heed its own rhetoric about the value of education.

Indeed, without more money, post-secondary institutions will have to limit enrolments. And that's not acceptable, particularly in a recession.

(Editorial from *The Toronto Star*, August 23, 1992)



canadian association of university teachers
association canadienne des professeurs d'université

A new initiative, aimed at providing information on international overseas positions to Canadian educators eligible for sabbatical leave, has just been launched by the Canadian Bureau for International Education (CBIE) and the Canadian Association of University Teachers (CAUT). The International Sabbaticals Program (ISP) is unique in that there are no current programs that provide interested Canadian educators with information on international assignments in teaching and research, as well as opportunities for institutional, faculty, and industrial linkages with the developing world.

The intention is to utilize the wealth of expertise represented by Canadian educators in enhancing Canadian development assistance programs. By matching the skills of Canadian educators on sabbatical leave with the specific needs of developing country organizations and institutions, the ISP will contribute to institutional strengthening and generate valuable ongoing partnerships and linkages. The ISP will also contribute to the goal of internationalizing Canadian campuses by assisting Canadian educators to acquire relevant international experience.

CBIE's and CAUT's role in the ISP will be that of a broker between suitable Canadian educators and interested overseas institutions and organizations. Specifically, CBIE and CAUT hope to provide the following services:

1. detailed information on available Canadian expertise
2. up-to-date roster of specific technical expertise requests from developing countries
3. leads on existing sources of funding
4. a handbook with "how-to" information on arranging international sabbaticals

CBIE will function as the coordinating partner in the ISP. Through its databanks, CBIE will put the host overseas organization in direct contact with a suitable Canadian candidate. CBIE will also assist in the negotiations between the two parties. While the ISP calls for program participants to provide gratis technical expertise to their host institutions, the latter will, where possible, be asked to cover all of the candidates' local expenses throughout the duration of the assignment (e.g. food, housing, transportation). Thus, the salaries of Canadian educators participating in the ISP will represent an in-kind contribution to the program.

The ISP is currently in its pilot stage. A reply coupon is attached to this article in order that CBIE may determine the level of interest on the part of Canadian educators and in order to identify a regional and a sectoral focus for the program. Initial contacts with organizations in Asia and South America reveal a strong interest on their part.

A suitable candidate for the International Sabbaticals Program would be a Canadian educator with a keen interest in gaining international experience both professionally and personally. Given the international development focus of the ISP, a suitable candidate must possess a specific expertise that can be of direct use to the developing countries. Through the ISP a candidate will be able to engage in a variety of overseas assignments such as teaching, curriculum development, research, industrial attachments, or institution building in both the private and public sectors. Assignments will range from short-term periods of two to six weeks to longer stays of six to 12 months.



CBIE Canadian Bureau for International Education
Bureau canadien de l'éducation internationale BCEI

Le Bureau canadien de l'éducation internationale (BCEI) et l'Association canadienne des professeurs d'université (ACPU) viennent de lancer une nouvelle initiative, destinée à informer les enseignants canadiens admissibles à un congé sabbatique sur les postes à l'étranger. Le Programme des congés sabbatiques à l'étranger (PCSE) est unique en ce sens qu'il n'existe aucun autre programme qui fournit aux enseignants canadiens intéressés des renseignements sur les postes de recherche et d'enseignement à l'étranger, ainsi que sur les possibilités de collaboration avec les établissements, professeurs et industries des pays en développement.

Cette initiative vise à mettre à profit les multiples compétences des enseignants canadiens pour rehausser les programmes d'aide canadiens aux pays en développement. En jumelant les compétences des enseignants canadiens en congé sabbatique aux besoins particuliers des organismes et des établissements des pays en développement, le PCSE contribuera au renforcement des établissements et établira des partenariats et des liens permanents précieux. Le PCSE contribuera aussi à l'internationalisation des campus canadiens en aidant les enseignants canadiens à acquérir l'expérience pertinente sur le plan international.

Dans le cadre du PCSE, le BCEI et l'ACPU joueront le rôle d'intermédiaire entre les enseignants canadiens qualifiés et les établissements et organismes intéressés à l'étranger. Surtout, le BCEI et l'ACPU espèrent offrir les services suivants:

1. données détaillées sur les compétences canadiennes disponibles
2. liste à jour des besoins techniques particuliers dans les pays en développement
3. renseignements sur les sources de financement existantes
4. guide pratique sur les dispositions à prendre en vue d'un congé sabbatique à l'étranger

Le BCEI jouera le rôle de coordonnateur du PCSE. À l'aide de ses bases de données, le BCEI mettra l'organisme étranger hôte en contact direct avec un candidat canadien compétent. Le BCEI aidera les deux parties à négocier une entente. Selon l'esprit du PCSE, les participants seront invités à mettre gratuitement leurs compétences techniques au service de l'établissement hôte, mais ce dernier, quand c'est possible, sera invité à absorber les frais engagés par les candidats pendant la durée de l'affectation (nourriture, hébergement, transport, etc.). Ainsi, le salaire des enseignants canadiens participant au PCSE représentera une contribution en espèces au programme.

Le PCSE est en train maintenant au stade expérimental. Un coupon-réponse a été inséré à la fin du présent article pour que le BCEI puisse déterminer le degré d'intérêt des enseignants canadiens et cerner les régions et les secteurs où le programme suscite le plus d'intérêt. Des démarches initiales auprès d'organismes d'Asie et d'Amérique du Sud ont soulevé un intérêt certain dans ces régions.

Le candidat admissible au Programme des congés sabbatiques à l'étranger est un enseignant canadien désirant acquérir de l'expérience à l'étranger, sur les plans professionnel et personnel. Étant donné l'objectif de développement international du PCSE, le candidat doit posséder des compétences particulières directement applicables dans les pays en développement. Grâce au PCSE, le candidat pourra participer à diverses activités à l'étranger, comme l'enseignement, l'élaboration de programmes d'études, la recherche, le travail dans l'industrie ou la création d'établissements dans les secteurs privé et public. Les affectations s'échelonneront sur de courtes périodes de deux à six semaines ou sur des périodes plus longues de six à douze mois.

REPLY COUPON/COUPON-RÉPONSE

Please return to:

Canadian Bureau for International Education
85 Albert Street, Suite 1400
Ottawa, Ontario K1P 6A4
ATTN: International Sabbaticals Program

Veuillez retourner ce coupon à:

Bureau canadien de l'éducation internationale
85, rue Albert, bureau 1400
Ottawa (Ontario) K1P 6A4
Programme des congés sabbatiques à l'étranger

NAME/NOM: _____

ADDRESS/ADRESSE: _____

POSITION/TITLE/POSTE/TITRE: _____

DEPARTMENT/DÉPARTEMENT: _____

FACULTY/FACULTÉ: _____

INSTITUTION/ÉTABLISSEMENT: _____

COUNTRIES OR REGION OF INTEREST/PAYS OU RÉGION SOUHAITÉE: _____

INTERNATIONAL/PROFESSIONAL DEVELOPMENT INTEREST: _____

OBJECTIFS DE PERFECTIONNEMENT INTERNATIONAL OU PROFESSIONNEL: _____

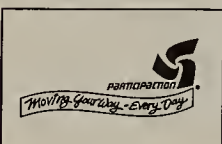
LANGUAGES SPOKEN/LANGUES PARLÉES: _____

DATE OF SABBATICAL/DÉBUT DU CONGÉ SABBATIQUE: _____

LENGTH OF SABBATICAL/DURÉE DU CONGÉ SABBATIQUE: _____

DESIRED LENGTH OF OVERSEAS STAY /DURÉE SOUHAITÉE DU SÉJOUR À L'ÉTRANGER: _____

COMMENTS/REMARQUES: _____





Jim Brett

LIBRARIANS

Faculty and librarians unite!

Chair, CAUT Librarians' Committee

During a recent conference call the Librarians' Committee discussed such significant items such as copyright, their terms of reference, and release time.

At Caucus, librarians and faculty discussed mergers and related problems including governance. Council approved an additional member for the committee.

Currently, faculty and librarian members at a number of institutions are endeavouring to merge into one association or bargaining unit with a single agent. Such activity embodies the real academic partnership of librarians and faculty in the university community. This relationship has long been ignored or poorly recognized by some senior university and library administrators.

Librarians have been members of their respective faculty association at several institutions since the mid 1970's. This trend seemingly has bypassed the attention of these administrators. It is the responsibility of CAUT faculty and librarian association members to so enlighten and educate their administrators.

Questions of academic and faculty status for librarians will be discussed at the committee's November conference. We expect to see all faculty associations support librarians to attend this event which occurs biennially. The conference emphasizes the dynamic role of librarians as chiefs, negotiators, academics and professionals.

We encourage your support in CAUT's pursuit of appropriate academic terms and conditions of employment for your benefit.

National summit

The planned CLAASTED National Summit on Information Policy is scheduled to take place in Ottawa early in December. In June, the Librarians' Committee, on behalf of CAUT, responded to a questionnaire issued by the National Summit organizers which will be used to determine who is invited to participate in the summit program.

To date, CAUT has not heard whether it will be invited. Hopefully, CAUT will be recognized officially by these organizers as a body which represents a major interest group dealing with information of all types and therefore should be given the opportunity to participate in this process.

-column co-authored with Bob Moore, Committee Secretary-

Stipends for Librarians

By Linda Winkler (Regina)

The CAUT Librarians' Committee recently surveyed academic librarians to determine the current status of administrative or supervisory stipends paid to them. A questionnaire was sent to faculty associations for information about stipends paid to faculty and librarians to determine similarities and differences.

The questionnaire asked if librarians are paid stipends; if supplements are paid on the same basis as faculty; if all librarians entitled to receive stipends are receiving them; and if stipends are seen as bargaining issues.

Twenty-five libraries have responded and the responses indicate a wide variety of practices. They range from formulae based on position/rank written in the collective agreement to ad hoc arrangements about which details are unknown.

One trend seems clear. The majority of administrative stipends are paid to top managerial librarians. In few cases are stipends paid on a temporary or permanent basis to lower ranked positions.

There are some interesting, innovative approaches to stipends. In an Ontario library, stipends are paid to librarians temporarily assigned supervisory duties for 20 days or more for vacancies due to illness, maternity/paternity leave, resignation or leaves of absence. More than one librarian may assume these duties with the stipend for the position being divided.

Numerous responses to the questionnaire indicate a need for more data on stipends. Stipends for librarians merit more attention at negotiations. Please send Bob Moore at the CAUT office materials about your own stipend policies and specific cases involving stipendiary issues or concerns.

BIBLIOTHÉCAIRES

Professeurs et bibliothécaires, unissez-vous!

Jim Brett

Président du comité des bibliothécaires de l'ACPU

Au cours d'une conférence téléphonique récente, le Comité des bibliothécaires a discuté des questions d'importance comme le droit d'auteur, les termes de leur mandat et le dégroupement.

Pendant l'assemblée du Comité de direction, qui a eu lieu récemment, les bibliothécaires et les professeurs ont discuté en petit comité de fusion et de problèmes connexes, y compris la direction des universités. Le Conseil a approuvé l'ajout d'un membre additionnel au Comité des bibliothécaires.

En effet, les professeurs et les bibliothécaires d'un certain nombre d'établissements universitaires s'efforcent actuellement de fusionner pour former une seule association ou unité de négociation qu'un seul agent représenterait. Une telle initiative concrétise le partenariat qui doit exister réellement entre bibliothécaires et enseignants dans la collectivité universitaire. Il y a longtemps que cette relation a été ignorée ou mal reconnue par certains administrateurs universitaires supérieurs représentant aussi bien les enseignants que les bibliothécaires.

Dans plusieurs établissements, les bibliothécaires sont membres de leurs associations respectives depuis le milieu des années 1970. Cela semble avoir échappé à l'attention de ces administrateurs. Il appartient donc aux membres des associations de professeurs et de bibliothécaires de l'ACPU d'éclairer et d'éduquer leurs administrateurs sur une telle réalité.

Le statut des bibliothécaires dans le cadre du milieu universitaire sera débattu au cours de la Conférence de novembre prochain du Comité des bibliothécaires. Nous nous attendons à voir toutes les associations universitaires soutenir les bibliothécaires et les inciter à participer à ces assises qui se déroulent tous les deux ans. La conférence vise à souligner le rôle dynamique des bibliothécaires comme chefs, négociateurs, enseignants et professionnels. Nous nous engageons à accorder votre appui aux efforts de l'ACPU en vue d'obtenir des conditions d'exercice de la profession qui reconnaissent la multiplicité de ses réalités.

Sommet national

Le Sommet national sur la politique en matière d'information, organisé conjointement par l'ACB et par l'ASTED, doit avoir lieu à Ottawa au début de décembre. En juin, le Comité des bibliothécaires a répondu au nom de l'ACPU à un questionnaire diffusé par les organisateurs du Sommet national, qui servira à déterminer la liste des invités appelés à participer au programme de ces assises. À ce jour, l'ACPU n'a pas encore été informée si elle figure dans cette liste. Il faut espérer que l'ACPU sera reconnue officiellement par ces organisateurs comme un organisme représentant un important groupe d'intérêt, doté d'informations de toutes sortes et qui, par conséquent, devrait avoir la possibilité de participer à un tel événement.

Rubrique rédigée en collaboration avec Bob Moore, secrétaire du Comité.

Indemnisation des bibliothécaires

Linda Winkler (Regina)

Le Comité des bibliothécaires de l'ACPU a enquêté récemment auprès des bibliothécaires d'université pour déterminer la situation actuelle en matière d'indemnités prévues dans les cas où elles ou ils ont l'occasion d'assumer des fonctions administratives ou de supervision. Nous avons adressé un questionnaire aux associations de professeurs pour obtenir des données en matière d'indemnités qui leur sont versées ainsi qu'aux bibliothécaires en vue de cerner les similarités et les différences de la situation.

Les questions concernaient les indemnités prévues pour les bibliothécaires; si le versement de suppléments se fait selon les mêmes critères qu'aux professeurs; si toutes et tous les bibliothécaires qui y ont droit les reçoivent et si ces indemnités sont considérées comme des questions relevant de la négociation collective.

Vingt-cinq bibliothèques ont rempli et renvoyé le questionnaire et les données recueillies indiquent qu'il existe une grande variété de méthodes. On trouve des formules fondées sur le poste ou le rang qui sont intégrées aux conventions collectives jusqu'à des dispositifs ad hoc dont les détails sont inconnus.

Une tendance semble clairement manifestée. La majorité des indemnités versées au titre de fonctions administratives le sont à des bibliothécaires de rang cadre supérieur. Ce n'est que dans quelques cas que l'on verse ces indemnités à titre temporaire ou permanent à des personnes titulaires de postes de rang inférieur.

Certaines méthodes exploitées à cet effet sont intéressantes, innovatrices. Dans une bibliothèque de l'Ontario, par exemple, les bibliothécaires affectés à titre temporaire à des fonctions de supervision reçoivent ces indemnités pendant vingt jours ou plus dans le cas d'absences occasionnées par la maladie, les congés de maternité ou de paternité, les démissions ou les congés prolongés. Ces fonctions peuvent être attribuées à plus d'un ou d'une bibliothécaire et les indemnités à ce titre sont alors divisées entre les personnes en cause.

De nombreuses réponses au questionnaire indiquent qu'il y a lieu de recueillir plus de données sur la question de ces indemnités. D'autre part, l'indemnisation à verser aux bibliothécaires devrait faire l'objet de plus d'attention dans les négociations collectives.

Veuillez envoyer à Bob Moore, au secrétariat de l'ACPU, toute la documentation relative aux politiques en matière d'indemnisation des bibliothécaires dans votre établissement et préciser les cas particuliers qui se présentent sous cette rubrique et les préoccupations qu'elle suscite.

ANNOUNCEMENT

CAUT and the CAUT Collective Bargaining Cooperative are pleased to announce the appointment of Christiane Tardif to the position of Professional Officer (Collective Bargaining). The appointment takes effect October 1.

The appointment follows the creation of a new position within the Cooperative. Christiane's primary responsibility will be to continue development and maintenance of the collective agreement database. She will also act as Secretary to the Co-Op Executive Committee and Board of Directors.

Ms. Tardif has been a CAUT employee since January 1985. During the past 7 years, she has continuously worked in the collective bargaining services area, first as secretary to the former Associate Executive Secretary (Collective Bargaining) and then as the first employee of the CAUT Collective Bargaining Cooperative.



Busy year for faculty bargaining

Many faculty associations across Canada are in the midst of preparing to go to the negotiating table. This year, 26 of the 42 faculty associations in the Collective Bargaining Cooperative see their collective agreements and contracts expire. Negotiators are not expecting any surprises at the bargaining table. It is likely that university administrations will continue to ask faculty associations for concessions in areas such as salary and benefits. Faculty associations, on the other hand, appear to be establishing issues such as equity, governance and salary parity as bargaining priorities in the coming year. A large number of Coop members have indicated that they will be proposing major changes to their collective agreements.

Information on contract negotiations and settlements is distributed through the *Negotiator*, a monthly publication of the Collective Bargaining Cooperative.



J. Mark Langdon

PROVINCIAL ROUNDUP/SUR LA SCÈNE PROVINCIALE

Saskatchewan's universities under the microscope

The personnel to lead the University Program Review Panel in Saskatchewan have been named and the universities are preparing for the review to begin.

The panel is chaired by Al Johnson, former president of the CBC and long-time civil servant in Saskatchewan. Other board members are Gwen Randall, a labour lawyer and former member of the Board of Governors at the University of Regina and Brian Tinker, former vice-president of administration at the universities of Calgary, Regina and Saskatchewan.

Arne Paus-Jenssen, President of the Saskatchewan Association of University Teachers, said everyone is waiting to see how the panel will conduct its business. Originally a work was to begin in early September but this has been delayed.

Paus-Jenssen concluded that the dearth of public statements from panel members, as of mid-September, may indicate that they "haven't decided yet how to proceed, whether they should hold public hearings, who should be permitted to attend and whether the hearings should be at one or two centres or more."

He expressed doubt that the panel will submit its report to the Legislature by the end of November and noted that one of the terms of reference, which states that the panel should "consider whether there should be a single university in the province" appears unrealistic.

At the University of Saskatchewan, a symposium will take place in early November on future directions for the university. In February of this year a conference was held at the university in which Dr. Stuart Smith and Bob Lewis of MacLean's magazine gave speeches and were queried about their prominent studies on universities. Shortly thereafter, the faculty association commissioned a public opinion survey in which 1,200 urban and rural residents of the province were questioned about the university.

The November symposium, to be led by facilitator Bill Wilton — who recently assisted the federal government with some of its constitutional conferences — will analyze and report the data generated by the survey and will consider how the university might respond to public needs and demands.

During the February conference, 400 people attended. But the November symposium will be more limited, with a guest list of 78. Those invited include 30 "on-campus" personnel, including the university president, vice-president, deans, senior administrators, Board of Governors, students and faculty. The event was planned before the Johnson Panel was established but Prof. Paus-Jenssen said he will invite the review panel to be observers. The symposium's data and findings will also be made available to the panel.

At the University of Regina, the faculty association and administration are both preparing briefs, according to URFA Chair Patricia Fleming. "We are both on the same side but there is strength in separate briefs which explain each of our views," she said.

In terms of the original deadline for completion, Fleming added: "My own feeling is that it would be very difficult to do a good job in a short time." She described the panel's members as dedicated, competent people whom she has "a lot of trust in." However, the URFA is disturbed about two of the panel's terms of reference.

First, Fleming echoed Paus-Jenssen's concern about the suggestion that both universities might operate under the guise of a single, two-campus university, something that was the case until 1973.

"It seems to me that this question was dealt with 20 years ago. Why are we revisiting it? We each have certain strengths and weaknesses. In terms of ratios, we don't have many universities per person now," she said, of characterizing the suggestion as "a bit of a red herring."

On a related point, Fleming expressed dismay about another of the terms of reference which suggested that one of the universities might emphasize research and the other teaching, noting that "the only way we have good teaching is if we have good research." She concluded that these terms of reference "are quite parochial and reflect a provincial, not a national perspective."

Cohnstaedt named chair of Ontario Council on University Affairs

Joy Cohnstaedt, Dean of the Faculty of Arts at York University, was recently named chair of the Ontario Council on University Affairs (OCUA). Prior to assuming her duties at York, in 1989, Cohnstaedt held a series of public sector appointments, serving as assistant director of the arts division of the Saskatchewan Department of Culture and Youth, executive director of the Saskatchewan Arts Board, and deputy minister of Culture, Heritage and Recreation in Manitoba.

She was also a member of the federal Cultural Policy Review Committee and is currently a member of the Canadian Commission for UNESCO and serves on the Statistics Canada National Advisory Committee on Cultural Statistics.

OCUA is an advisory body to the Minister of Colleges and Universities. It makes recommendations to the minister on all matters relating to universities, including funding, grants and program eligibility.

Ontario releases report on harassment and discrimination

A report on harassment and discrimination in Ontario colleges of applied arts and technology was released on August 26 by Colleges and Universities Minister Richard Allen and Women's Issues Minister Marion Boyd. The most notable recommendation in the report is the adoption of a zero tolerance policy with regard to discrimination and harassment in the college system. In his recent paper on race relations in Ontario, Stephen Lewis suggested recommendations in the report be implemented.

Saul Ross, the new president of OCUFA, said that all post-secondary institutions, including universities, have been provided with several copies of the report. It was sent to student and faculty associations, residence directors, employment equity offices and administrators.

Ross said that many universities already follow several of the recommendations in the report. Responses are currently being solicited by the government with most organizations and interested observers expected to reply this fall. The government plans to respond in early 1993.

(J. Mark Langdon is a Ph.D. student and instructor in the Department of Political Studies at Queen's University)

Les universités de la Saskatchewan sous la lentille du microscope

par J. Mark Langdon

Les personnes qui dirigeront l'étude des programmes universitaires de cette province ont été désignées et les universités prennent leurs dispositions en prévision de son lancement.

Le groupe d'étude sera présidé par M. Al Johnson, ancien président de Radio-Canada et fonctionnaire chevronné de la Saskatchewan. Les autres membres sont : Mme Gwen Randall, avocate spécialisée en droit du travail et ancienne membre du Conseil des gouverneurs de l'université de Regina ainsi que M. Brian Tinker, ancien vice-président à l'administration, universités de Calgary, de Regina et de la Saskatchewan.

Le professeur Arne Paus-Jenssen, président de l'association des professeurs d'université de la Saskatchewan, a dit que tout le monde attend de voir comment le groupe s'acquittera de son mandat. À l'origine, on prévoyait que les travaux commenceraient au début de septembre, mais ils accusent déjà certains retards.

M. Paus-Jenssen a conclu que l'absence de déclarations publiques émanant du groupe de travail à la mi-septembre peut indiquer qu'ils n'ont pas encore décidé comment procéder, s'ils doivent tenir des audiences publiques, qui devrait être autorisé à participer aux délibérations et si les audiences devraient avoir lieu dans un ou deux, ou plusieurs centres. Il a douté que le groupe puisse déposer son rapport à la Législature d'ici la fin de novembre et a fait observer que l'un des termes du mandat — celui d'examiner l'avantage qu'il y aurait pour la province de ne compter qu'une seule université — semble irréaliste.

Un symposium organisé à l'université de la Saskatchewan aura lieu début novembre et se penchera sur les orientations futures de l'université. En février dernier, une autre conférence y avait eu lieu, au cours de laquelle le professeur Stuart Smith et M. Bob Lewis, du magazine MacLean's, ont prononcé des allocutions et se sont fait interroger sur leurs analyses marquantes des universités. Peu après, l'association des professeurs a commandé une enquête d'opinion publique au cours de laquelle quelque 1 200 résidents de zones urbaines et rurales de la province ont été interrogés à propos de l'université.

Le symposium de novembre, dirigé par Bill Wilton à titre d'animateur — qui aidait jusqu'à récemment le gouvernement fédéral dans certaines de ses conférences constitutionnelles — analysera les données produites par l'enquête, en fera rapport, et étudiera comment l'université pourrait répondre aux besoins du public et satisfaire ses exigences.

Quelque quatre cent personnes avaient participé à la conférence de février, mais le symposium sera plus restreint, la liste des invités ne comptant que soixante-dix huit noms. Les personnes invitées comprennent trente membres du personnel de l'université, dont le président, le vice-président, des doyens de facultés, des cadres administratifs supérieurs, des membres du conseil des gouverneurs, des étudiants et des professeurs. Cette manifestation avait été organisée avant la mise sur pied du «groupe Johnson», mais le professeur Paus-Jenssen a indiqué qu'il invitera les membres du groupe d'étude à y assister à titre d'observateurs. Les données recueillies et les constatations auxquelles le symposium aboutira seront mises également à la disposition du groupe.

L'association des professeurs et l'administration de l'université de Regina préparent toutes deux des mémoires, selon Mme Patricia Fleming, présidente de l'association.

Elle a précisé que les deux organismes sont sur la même longueur d'onde, mais qu'il y a avantage à présenter des mémoires distincts pour détailler individuellement le point de vue de chacune.

En ce qui concerne la date limite originale d'achèvement des travaux, Mme Fleming a dit : «Quant à moi, il me semble qu'il serait très difficile de faire un travail approfondi en peu de temps.» Elle estime que les membres du groupe d'études sont des personnes dévouées, compétentes, en qui elle a bien confiance. Toutefois l'association s'inquiète à propos de deux des termes du mandat du groupe.

D'abord, Mme Fleming reprenait les préoccupations de M. Paus-Jenssen à propos de l'idée que les deux universités pourraient collaborer et fonctionner comme une seule université comportant deux campus, comme ce fut le cas jusqu'en 1973.

Elle précisait sa pensée ainsi : «Il me semble que cette question a été réglée il y a vingt ans. Pourquoi y revenir? Chacune de nous a certains points forts et certaines faiblesses. Quant aux proportions, nous n'avons pas pour le moment beaucoup d'universités par habitant.» Quant à elle, l'idée ne peut servir qu'à brouiller les pistes.

Dans une question connexe, Mme Fleming a exprimé sa consternation à propos d'un autre terme du mandat, selon lequel l'une des universités pourrait se spécialiser dans la recherche tandis que l'autre se spécialiserait dans l'enseignement, en remarquant que «la seule manière d'avoir un enseignement de qualité c'est d'avoir de la recherche de qualité.» Elle a conclu en disant que ces termes du mandat «dénotent un esprit de clocher et renvoient à une perspective provinciale et non nationale.»

Nomination de la professeure Cohnstaedt à titre de présidente du Conseil des affaires universitaires de l'Ontario

Mme Joy Cohnstaedt, doyenne de la Faculté des arts de l'université York, a été nommée récemment présidente du Conseil des affaires universitaires de l'Ontario. Avant d'assumer ses fonctions à l'université York, en 1989, Mme Cohnstaedt a occupé une série de postes dans le secteur public, notamment comme directrice adjointe de la division des arts du ministère de la Culture et de la Jeunesse de la Saskatchewan, de directrice générale du Conseil des arts de la Saskatchewan, et de sous-ministre responsable de la culture, du patrimoine et des loisirs du Manitoba. Elle a également été membre du comité d'examen des politiques fédérales en matière de culture et elle est actuellement membre de la Commission canadienne pour l'UNESCO; elle est membre également du Comité consultatif national de Statistique Canada en matière de statistiques culturelles.

Le conseil des affaires culturelles de l'Ontario est un groupe consultatif auprès du ministre responsable des Collèges et des Universités. Il soumet des recommandations au ministre sur des questions intéressant les universités, dont le financement, les subventions et l'admissibilité des programmes.

L'Ontario publie son rapport sur le harcèlement et la discrimination

Un rapport traitant de harcèlement et de discrimination dans les collèges d'arts appliqués et de technologie de l'Ontario a été publié le 26 août par le ministre responsable des Collèges et des Universités, M. Richard Allen, et par la ministre chargée des questions relatives aux femmes, Mme Marion Boyd. La recommandation la plus notable du rapport concerne l'adoption d'une politique de «tolérance zéro» en ce qui concerne la discrimination et le harcèlement dans le système collégial. Dans son récent document de travail sur les relations raciales en Ontario, M. Stephen Lewis a

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1993 Sarah Shorten Award Request for Nominations

The CAUT Status of Women Committee requests nominations for the 1993 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees or any other interested parties are invited to forward a letter of nomination, a brief statement of why the nominator feels the nominee qualifies for the award, and a full academic curriculum vitae of the nominee. The Status of Women Committee would also welcome any other relevant information on the candidate.

The criteria used by the committee for its recommendation to CAUT Council are as follows:

- Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
- Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
- The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
- The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
- The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

The nominations deadline for the 1993 Sarah Shorten Award is March 1, 1993, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to: CAUT Status of Women Committee, c/o Mariette Blanchette, Canadian Association of University Teachers, 308 - 294 Albert Street, Ottawa, Ontario K1P 6E6.

Prix Sarah Shorten 1993 Appel de nominations

Le Comité du statut de la femme de l'ACPU lance un appel de nominations pour l'attribution du prix Sarah Shorten de 1993.

Institué en 1990, le Prix Sarah Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse à toutes les associations de professeurs, comités du statut de la femme ou toute autre partie intéressée, d'envoyer une lettre de nomination, un court énoncé des motifs qui soutiennent la nomination à ce prix et un curriculum vitae complet de la candidate proposée. Le Comité du statut de la femme sera heureux de recevoir tout autre renseignement pertinent sur chaque candidate.

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPU sont les suivants :

- Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais les résultats de ses contributions doivent avoir été à l'avantage des femmes à l'université;
- Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire;
- Ses réalisations peuvent avoir eu diverses formes, dont notamment : leadership organisationnel, mise en œuvre de politiques, mesure législative, publication, initiatives pédagogiques ou dévouement exceptionnel;
- La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université; et
- Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou bien atteindre l'échelle provinciale, régionale ou nationale, ou à tout ces niveaux à la fois.

La date limite de réception des nominations pour le Prix Sarah Shorten 1993 est le 1er mars 1993, mais le Comité du statut de la femme de l'ACPU accueillera des nominations n'importe quand pour les lauréates futures.

Prière d'adresser les nominations à l'adresse suivante : Comité du statut de la femme de l'ACPU, a/s Me Mariette Blanchette, Association canadienne des professeurs d'université, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6.

Helen Breslauer lauréate

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provoquant. Poursuivant son éloge, la professeure Gordon a dit : « Mme Helen Breslauer s'est engagée profondément et depuis longtemps dans la voie de l'égalité pour les femmes dans les universités canadiennes. Cela a été l'un des fils conducteurs de ses activités professionnelles depuis au moins une décennie. C'est un thème qui a imprégné tout ce qu'elle a entrepris, que ce soit ou non le but précis de l'activité. Il est donc tout à fait approprié que nous soulignons ces réalisations. »

En acceptant le Prix Sarah Shorten, Mme Breslauer a remercié le Conseil de l'ACPU de l'honneur qu'il lui fait, ainsi que le Comité du statut de la femme de l'ACPU de l'avoir recommandée, de même que le Comité du statut de la femme de l'OCUFA d'avoir proposé son nom. Elle a souligné la signification particulière qu'il y a lieu de donner à ce prix, décerné cette année à un membre du personnel d'une association de professeurs, et elle a remercié l'ACPU au nom des membres du personnel de toutes les associations.

Tandis qu'elle mettait en relief les grands succès que les femmes ont obtenu dans leur lutte pour l'égalité dans le cadre de la collectivité universitaire, Mme Breslauer a invité fermement les membres des associations de professeurs et leurs cadres à oeuvrer de manière à amener des changements dans les éléments de la culture des universités qui font que des femmes, des membres des minorités, des personnes handicapées et des peuples autochtones se sentent intrus dans le milieu universitaire et doivent s'y débrouiller dans des conditions désavantageuses.

« Nous devons veiller à ce que les évaluations de pairs, les décisions collégiales et la liberté universitaire existent non seulement pour protéger tous les professeurs d'université contre celles et ceux qui pourraient imposer leur volonté personnelle ou politique sur les universités, mais également contre toutes celles et ceux qui seraient tentés de s'approprier l'université », a déclaré Mme Breslauer. « Nous vivons à une époque dangereuse, des temps où les arguments relatifs à la liberté universitaire sont exploités par certains dans les

universités contre ceux et contre celles qui ont été sous-représentés dans ce milieu, à elle dit. On ne peut et on ne doit pas le permettre. L'ACPU ne peut le permettre. Les associations provinciales ne peuvent le permettre. Les associations de professeurs ne peuvent le permettre. Les membres de corps universitaire individuels, sous toutes leurs casquettes de fonction différentes, que ce soit à titre de membres de sénats ou de membres d'associations de professeurs, ne peuvent permettre que cela se produise et toutes et tous doivent s'efforcer par tous les moyens d'y mettre fin. La liberté universitaire doit être très réellement une force vive de l'université toute entière. Vous devez reprendre l'ordre du jour, le faire vôtre, décider enfin comment transformer l'université pour qu'elle devienne ce lieu qui embrasse tout, ce lieu inclusif qu'elle mérite d'être et qu'elle doit devenir. »

Les membres du Conseil ont répondu à ce vibrant message par des applaudissements et des braves nourris.

Le conseil débat

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Le sénat ratifiera la nomination des dirigeants des agences de R-D

On trouve une mention indirecte de la R-D dans la disposition de l'entente constitutionnelle sur la ratification par le Sénat de nominations « clés du gouvernement fédéral ».

Ces nominations devraient être « énoncées dans une loi fédérale, plutôt que dans la Constitution » et n'exigeraient qu'un vote à la majorité simple au Sénat. Ces nominations sont définies comme les « nominations de dirigeants des institutions culturelles nationales et des conseils et organismes de réglementations fédéraux ».

Parmi les nominations exigeant la ratification du Sénat, on retrouve celles des dirigeants des trois conseils de recherche, de la Bibliothèque nationale, des Archives nationales, des musées nationaux et du Conseil des arts.

Les provinces héritent de la formation professionnelle

L'entente constitutionnelle du 28 août définit la formation et le perfectionnement de la main-d'œuvre comme étant de compétence provinciale exclusive.

À la demande d'une province, le gouvernement fédéral serait tenu de se retirer de tout programme de formation et de perfectionnement de la main-d'œuvre, le programme d'assurance-chômage restant de sa compétence exclusive.

Ottawa serait tenu de négocier, dans un « délai raisonnable », une entente qui porterait à la situation particulière de la province en cause. Une telle entente assurerait une « juste compensation » à toute province qui demanderait au gouvernement fédéral de se retirer du domaine.

Les provinces qui négocieraient des ententes en vue de limiter le pouvoir de dépenser du gouvernement fédéral seraient tenues, quant à elles, de s'assurer que leurs programmes de formation et de perfectionnement de la main-d'œuvre sont « compatibles avec les objectifs de la politique nationale, selon des besoins et des circonstances différentes ».

Et de la culture aussi

Dans la nouvelle entente constitutionnelle, les provinces obtiennent la compétence exclusive des questions culturelles sur leur propre territoire. L'entente stipule que cette reconnaissance devrait se faire par un moyen « de

modifications constitutionnelles explicites, qui reconnaissent également la responsabilité continue du gouvernement fédéral dans les questions culturelles canadiennes. »

Ottawa se réserve la responsabilité des institutions culturelles nationales, y compris les subventions et contributions que ces dernières dispensent. Le gouvernement fédéral négociera également des ententes avec les provinces en reconnaissant leur responsabilité prépondérante dans les questions d'ordre culturel et pour s'assurer également que ses initiatives s'harmonisent avec les leurs.

Provinciale

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proposé la mise en œuvre des recommandations de ce rapport.

M. Saul Ross, nouveau président de l'Union des Associations de Professeurs des Universités de l'Ontario a déclaré que tous les établissements d'enseignement postsecondaire, y compris les universités, avaient reçu plusieurs exemplaires du rapport, envoyé également aux associations d'étudiants, associations de professeurs, administrateurs de résidences universitaires, bureaux d'équité dans l'emploi et à des administrateurs.

M. Ross a dit que de nombreuses universités suivent déjà plusieurs de recommandations contenues dans le rapport. Le gouvernement sollicite actuellement des réactions à ce rapport, et l'on s'attend à ce que la plupart des organismes et des observateurs intéressés y répondent au cours de l'automne. Le gouvernement se propose d'y donner suite au début de 1993.

(J. Mark Langdon est candidat au doctorat au département de sciences politiques de l'université Queen's.)

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NOUVELLES BRÈVES DU QUÉBEC

Fortes réactions à une étude sur la recherche

par Susan Gray

Une étude récente publiée par la revue américaine *Science Watch* a suscité une forte réaction chez des responsables de la recherche québécoise dans le monde de la recherche canadienne: elle concluait que la science au Québec et au Canada souffrirait d'une hypothèse d'une séparation.

Dans l'étude en question, *Science Watch*, une revue publiée par l'Institut for Scientific Information à Philadelphie, démontre que la recherche scientifique au Québec a pris beaucoup d'importance au cours des dix dernières années. Elle utilise comme mesure la fréquence à laquelle les travaux des chercheurs canadiens sont cités dans les publications scientifiques ainsi que le nombre d'articles scientifiques publiés par chaque université.

L'étude américaine relève que les universités québécoises fournissent 20 p. 100 des articles scientifiques canadiens, mais que l'impact de ces études est un peu plus élevé qu'ailleurs au Canada, car elles sont citées plus souvent. Le Québec mène dans plus d'une douzaine de champs d'activité scientifique, selon *Science Watch*.

Pour Roch Denis, vice-président aux relations extérieures de la Fédération québécoise des professeurs et professeurs d'université (FQPPU), les conclusions du rapport sont contestables. Il croit que l'organisme américain a été un peu trop rapide dans ses déductions pour arriver à sa conclusion. En entrevue, il explique qu'il est difficile de voir le lien entre le «fait qu'il y a eu du progrès dans les sciences au Québec, et la conclusion... que la séparation nuirait aux sciences au Canada».

De plus, M. Denis estime que la méthodologie employée par la publication est très controversée. «C'est une approche qui est encouragée, particulièrement par *Science Watch*, mais beaucoup de chercheurs scientifiques la trouvent critiquable. Peut-être est-elle valable aux États-Unis... où les moyens ne se comparent pas à ce que nous avons au Canada.»

Une autre point à critiquer dans l'étude, selon M. Denis, est le fait que 95 p. 100 des articles recensés ont été publiés en anglais. L'étude ne prend pas en considération le fait que des chercheurs québécois luttent contre une tendance mondiale et publient leurs travaux en français plutôt qu'en anglais.

Pour sa part, Roger Prichard, vice-doyen (recherche) de l'Université McGill, est inquiet des résultats de l'étude. Dans un article de *The Gazette*, il confie que la collaboration entre les chercheurs au Québec et ceux du Canada hors Québec deviendrait beaucoup plus compliquée dans un Canada divisé parce qu'ils ne pourraient utiliser les mêmes agences de financement.

Les agences fédérales financent actuellement beaucoup de recherche scientifique au Québec, plus que ce à quoi on devrait s'attendre en fonction de la population ou de la base fiscale. M. Prichard croit que le Québec perdrait probablement ce financement dans l'éventualité d'une séparation.

Selon M. Prichard, une autre conséquence néfaste de la séparation du Québec pourrait être le refus de la part des compagnies de haute technologie de s'établir dans un pays où la recherche serait compliquée par de nouvelles frontières. M. Denis est totalement en désaccord avec cette position. «C'est des bonhommes sept heures, des arguments dépassés, comme on a fait avec les pensions» dit-il. «Ils ne convaincraient pas les gens d'affaires».

Pierre Perron, président du Conseil national de recherches du Canada, croit que s'il y a un ralentissement des financements industriels, c'est plutôt à cause de la «morosité politique actuelle». M. Perron ajoute que le Québec et le Canada «font figure de parents pauvres en matière d'innovation (scientifique)» en comparaison de pays comme l'Allemagne et le Japon, qui ont pu arriver à un consensus sur un projet de société mobilisateur. Le président du CNR pense qu'un tel consensus pourrait aider le financement de la recherche ici.

M. Perron est aussi de l'avis que les échanges entre les scientifiques transcendent les gouvernements.

Dans le même article dans *Le Devoir*, Guy Girard, chargé de recherches à la Conférence des recteurs et des principaux des universités du Québec, souligne le fait que la course aux fonds de recherche n'est plus une question purement nationale. Les chercheurs québécois, par exemple, récoltent de plus en plus de subventions de recherche provenant de fonds de financement américains «parce que (les chercheurs) sont concurrentiels».

3,7 millions de plus pour la coopération scientifique internationale

Dans le but de rendre le Québec plus concurrentiel par le biais de la coopération internationale, le gouvernement provincial vient d'ajouter 3,7 millions de dollars au Fonds pour la formation de chercheurs et l'aide à la recherche (Fonds FCAR) pour les trois prochaines années.

En ce qui a trait à l'année 1992-1993, il s'agit d'un ajout de 650 000 \$, dont 400 000 \$ serviront à la réalisation de projets de coopération scientifique et 250 000 \$ à la formation de chercheurs.

Selon un communiqué gouvernemental, ces nouveaux fonds «visent à encourager la coopération internationale comme moyen supplémentaire de renforcer le potentiel scientifique et technologique québécois dans des secteurs stratégiques». Parmi ces secteurs, on trouve entre autres: les biotechnologies, la recherche spatiale, les technologies de l'information et l'environnement.

Indicateurs scientifiques

Selon un document intitulé *Indicateurs de l'activité scientifique — Compendium 1992* du gouvernement provincial, en 1989, les dépenses de R-D universitaires s'élevaient à 627 millions de dollars, soit 28,6 p. 100 des travaux québécois de R-D. En proportion du PIB (produit intérieur brut), ces dépenses atteignent un niveau supérieur à celui de l'Ontario et égal à celui de l'Allemagne fédérale et des États-Unis.

(Susan Gray est une journaliste et une traductrice pigiste qui vit à Montréal)



Susan Gray

NEWS FROM QUEBEC

Research analysis provokes heated discussions

A recent study published in the American journal *Science Watch* has elicited strong reactions from representatives of Quebec's research and university communities. The study, set up to evaluate how important research done in Quebec is for Canada, concluded that both Quebec and Canada would suffer in the event of a separation.

According to the study, scientific research done in Quebec has grown in importance over the last 10 years. To measure its influence, *Science Watch*, which is put out by Philadelphia's Institute for Scientific Information, looked at how often Canadian researchers' work was cited in other publications, as well as the number of scientific papers produced by each university.

The *Science Watch* article showed that Quebec universities produce 20 per cent of Canada's scientific papers but that the papers have a slightly greater impact than papers from the rest of Canada, because they are quoted from more often. Quebec is stronger in more than a dozen fields, the journal says.

Roch Denis, vice-president for external relations at the Fédération québécoise des professeurs et professeurs d'université (FQPPU), says the study's results are problematic; he thinks a leap of logic was needed for the institute to arrive at its conclusion. In an interview, he said it is difficult to see the link between "the fact that Quebec has been making progress in science, and the conclusion... that separation would be harmful to science in Canada."

In addition, Denis said that the methodology used in the study is very controversial. "It's an approach that is encouraged, especially by *Science Watch*, but many science researchers find it lacking. Maybe it's useful in the United States... but our resources don't compare to what they have there."

Denis also criticized the study because 95 per cent of the papers examined were published in English. There was no consideration of the fact that some Quebec researchers are fighting the global trend and publishing their work in French instead of English.

Roger Prichard, McGill's vice-principal for research, is also concerned about the study results. In an article in *The Gazette*, he said that collaboration between researchers from Quebec and their counterparts in the rest of Canada would become much more complicated in a divided Canada. The two would no longer be able to use the same funding agencies, says Prichard.

Federal agencies currently fund much of the research done in the province. Their input amounts to more than one would expect given Quebec's population and tax base. Prichard believes that Quebec would probably lose this money if it separated.

In addition to the problems with funding agencies, Prichard is afraid that high-technology firms might be more reluctant to establish themselves in Canada if Quebec were to separate. Because research would be hampered by new borders. But Denis totally disagrees with this. "It's like the sandman, those old arguments, like the ones about our pensions," he protested. "They won't convince the business community."

Pierre Perron, president of the National Research Council, believes that if anything is putting a damper on industrial investment, it is the "gloomy political climate." He adds that Quebec and Canada "look like poor relations in terms of (scientific) innovation" when compared to countries like Germany and Japan, each of which has a common goal that serves to motivate its citizens. Perron thinks that a similar consensus here could help boost research funding.

The NRC also believes that exchanges between scientists transcend governments.

In the same article in *Le Devoir*, Guy Girard, research officer at the Conférence des recteurs et des principaux des universités du Québec, stresses the fact that the search for funds is no longer restricted by national boundaries. Quebec's researchers, for instance, are increasingly benefiting from American research funds: "because (the researchers) are competitive."

3.7 million dollars for international scientific cooperation

In order to enhance Quebec's competitiveness in the area of international cooperation, the provincial government has just allotted an additional \$3.7 million dollars to its Fonds pour la formation de chercheurs et l'aide à la recherche (FCAR) (Fund for Researcher Training and Assisting Research) to cover the next three years.

In 1992-1993, FCAR will receive an extra \$650,000. Of this, \$400,000 will go towards scientific projects while \$250,000 will fund researcher training.

A government press release says the infusion of new money "is intended to encourage international cooperation as an additional means of reinforcing Quebec's scientific and technological potential in strategic areas." These sectors include: biotechnology, space research, information technology and the environment.

Scientific indicators

According to a provincial government document entitled *Indicateurs de l'activité scientifique — Compendium 1992* (Indicators of Scientific Activity — Compendium 1992), in 1989, the Quebec government spent \$627 million dollars on university-based R&D; this represented 28.6 per cent of all R&D in the province. Quebec thus spent a greater proportion of its GDP on research and development than did Ontario and was on a par with the Federal Republic of Germany and the United States.

(Susan Gray is a freelance journalist and translator who lives in Montreal)

Three guns, many questions

It had been alerted to Valery Fabrikant's reputation as a potentially violent man, but the Sûreté du Québec permitted him and his wife to possess, legally, all three handguns that the Concordia professor had with him when five people were shot at the university.

Under federal law, handguns are among the toughest firearms to acquire. Why did the SQ, which administers gun laws in Quebec, give its permission? The more light the SQ sheds on its reasons, the more puzzling its actions become.

Consider the history of these weapons:

Feb. 7, 1992. Mr. Fabrikant asked the SQ for permission to register (in other words, to acquire) a 6.35-mm pistol for the sole purpose of target shooting and to transport it from the gun store to his home. The SQ approved on Feb. 25. A week later it wrote Mr. Fabrikant to say he lacked a permit to transport the gun from his home to a gun club; it said that for this permit he must present five supporting letters from people who know him, including his employer.

The SQ has a policy of asking for five references only for carrying a gun to a club, not for acquiring the gun or taking it out of the shop. Doesn't this important screening come too late? Once a gun is home, all that prevents an owner from carrying it out is the honour system. Such blind trust can be tragically ingenious.

June 22. The Montreal Urban Community police reported to the SQ that Mr. Fabrikant, an MUC resident,

had no history of violence.

Again, why did the SQ want to learn about Mr. Fabrikant's character — this time from local police — only after he had already become a gun-owner?

June 23. A lawyer for Concordia University, which was approached by Mr. Fabrikant to send the SQ a letter attesting to his good character, told the SQ the professor had made threats to colleagues and should get no gun permit. The SQ asked the university to furnish names of complainants, but the university never did — explaining later that the threats were too indirect to warrant formal complaints. Instead, Concordia's vice-rector wrote to the SQ on July 14 to reiterate the university's concern that Mr. Fabrikant might get a permit. On Aug. 3, the Concordia teachers' association wrote a similar letter.

The SQ responded by effectively vetoing a request by Mr. Fabrikant to register a second handgun, but it allowed him to keep the first one.

In light of these extraordinary warnings, why didn't the SQ seize the first pistol? An SQ spokesman said Friday that it needed a formal complaint of threats to do this, that hearsay was insufficient. Yet in a 1989 ruling, the Supreme Court said hearsay evidence is admissible for an application to seize firearms.

Aug. 13. The SQ gave permission to Mr. Fabrikant's wife to register for target shooting two guns — a .38-calibre revolver and a 7.65-mm

pistol — and to take them home. A spokesman for the SQ said it made no link between husband and wife because the latter used her maiden name. So do most married women today. Can't the SQ search home addresses to avoid letting family members front each other? The SQ should obviously

patch procedural loopholes. But that will not be enough. The Fabrikant case shows that much of the gun-control problem comes under the heading of human oversights — the kind that are inevitable in any bureaucracy swamped with requests for more than 9,000 gun registrations every year.

The short-term fix is to tighten the screening for handguns, but the ultimate step is simply to end the root cause. Handguns — and semi-automatic rifles — should be banned in Canada except for soldiers and police. Period. (Editorial from *The Gazette*, Saturday, August 29, 1992)



canadian association of university teachers
association canadienne des professeurs d'université

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September 24, 1992

Professor June Chaikelson
Acting President, CUFA
Concordia University

Dr. Patrick Kenniff
Rector
Concordia University

We were again shocked and dismayed to hear yesterday of a further death, following the events at Concordia on August 24. We can well understand how much this adds to the suffering and stress that have already been inflicted on the Concordia community.

We ask you to convey our sympathies to the family, the colleagues and the students of Phoivos Ziogas. Once again, a faculty member has been struck down in the prime of his academic life, while going about his normal activities. CAUT shares the concern and the outrage expressed by so many at Concordia that such things can happen, and we share the grief of those who mourn.

Yours sincerely,

Alan Andrews
President

Donald C. Savage
Executive Director

Prisoner of the Month Syria



Akram Salim Ishti, a doctor and lecturer at the American University of Beirut is missing. The 34-year-old was arrested in January this year by Syrian forces in the city and taken to Damascus. He has not been seen since and his current whereabouts are unknown.

It is thought that Dr. Ishti's detention is part of an effort to force his brother to give himself up. His brother is wanted by the Syrian authorities because of his alleged membership of the pro-Iraq wing of the Ba'th Party.

Dr. Ishti's arrest is one of seven that took place between January and June of this year, in which those detained were accused of membership in various opposition parties. These detainees are being held incommunicado. None of those arrested have been brought to trial and it is suspected that they haven't even been charged.

Syria's use of 'incommunicado detention' has proved in the past to be an excuse for the authorities to use torture on a widespread basis. Amnesty is therefore concerned that all seven who are being held are in serious danger of being subjected to torture. The organization also believes that they are held simply for expressing their political beliefs without advocating violence.

Please send courteous letters expressing your concern at Dr. Ishti's detention and the threat of torture to: His Excellency President Hafez al-Assad (Salutation: Your Excellency), Presidential Palace, Damascus, Syrian Arab Republic.

(This column is carried simultaneously by the Bulletin of the British AUT and FAUSA News and the newsletter of the Federated Australian University Staff Association. The material is supplied by Amnesty International).

Women's History Month

October 1992

This October, Women's History Month will be marked for the first time across Canada, as part of the celebrations of our nation's 125th birthday. The idea for Women's History Month was suggested by women representing the academic community as a way of publicly recognizing the significant, but often overlooked contributions of women to Canadian society.

"People must know
the past to
understand the
present and face the
future."
Nellie McClung

Calendar of Activities

A number of national activities are being held to celebrate Women's History Month, under the auspices of the Canadian Committee on Women's History, in partnership with Status of Women Canada and the Women's Program, Department of the Secretary of State. Provincial, regional and local events are also taking place. Status of Women Canada is maintaining a

national calendar of activities.

To inquire about events in your province, contact
Renata Schauer, telephone (613) 943-0347; by fax at (613) 943-2386; or write to Status of Women Canada Communications, 360 Albert Street, Suite 700, Ottawa, Ontario K1A 1C3.



Status of Women
Canada

Canadian Committee on Women's History
Comité canadien de l'histoire des femmes



Department of the Secretary
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Secrétariat d'Etat
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ACADEMIC LIBRARIANS: PERCEPTIONS AND REALITIES

A Conference Sponsored by the CAUT Librarians Committee

November 26-28, 1992

Citadel Inn, Halifax, Nova Scotia

THURSDAY, NOVEMBER 26

- 19:00-20:00 REGISTRATION
 20:00-21:00 INTRODUCTION AND WELCOME BY CAUT PRESIDENT AND CHAIR, CAUT LIBRARIANS COMMITTEE
 KEYNOTE ADDRESS: Perception of the role of Libraries and Librarians - *Gwen Creelman (Mount Allison)*
 21:00 CASH BAR RECEPTION (hors d'oeuvres)

FRIDAY, NOVEMBER 27

- 8:00-9:00 REGISTRATION
 9:00-10:30 PLENARY SESSION: Perceptions and Realities - the academic image of librarians and librarianship - *William Birdsall (Dalhousie), John Wilkinson (Toronto) and Michele Clairmont (TUNS)*
 10:45-12:00 PLENARY SESSION: Academic Librarians and Governmental Influences - interaction of librarians and government bodies - *Mary Williamson (York) and Karen Adams (CLA)*
 14:00-15:15 CONCURRENT SESSIONS:
 1. Working with Faculty Associations/Unions - negotiations and contract administration - *Margot Schenk (Saint Mary's)*
 2. Working with Library/University Administrations - governance structures and librarian representation on governing bodies - *Carmel Allain (Moncton)*
 3. Mergers of Library/Faculty Associations - mergers among faculty and librarian association members - *Ruth Marks (OISE) and Doug Suarez (Brock)*
 15:30-17:00 PLENARY SESSION: Career Streams - attitudes, opportunities and practices at different institutions - *Joanne Kuhn (Waterloo) and Doug Vaisey (Saint Mary's)*

SATURDAY, NOVEMBER 28

- 9:00-10:15 CONCURRENT SESSIONS:
 4. Contract Language - workshop on salary, benefits, appointment and other clauses - *Ian Dew (Lakehead)*
 5. Professional Development - Research/Study/Education, Sabbaticals and other related leaves/leave time - *Marc Richard (McGill)*
 6. The 'Greying' Profession/Librarian Rejuvenation - views on the professional implications of aging librarians - *Linda Winkler (Regina)*
 10:30-12:00 PLENARY SESSION: Workload - Academic recognition of librarians' varying roles, duties and function - *Mildred Savoie (Ste-Anne) and Suzanne Sexty (Memorial)*
 12:00 LUNCH - Comments on present and future issues - *Ruth Sheeran (Bishop's)*

FOR FURTHER INFORMATION AND REGISTRATION, PLEASE CONTACT:

NANCY GORDON, CAUT
 294 ALBERT STREET, SUITE 308, OTTAWA, ONTARIO K1P 6E6
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LES BIBLIOTHÉCAIRES D'UNIVERSITÉ: PERCEPTIONS ET RÉALITÉS

Colloque organisé par le Comité des bibliothécaires de l'ACPU

Du 26 au 28 novembre 1992

Citadel Inn, Halifax, Nouvelle-Écosse

LE JEUDI 26 NOVEMBRE

- 19 h - 20 h INSCRIPTION
 20 h - 21 h PRÉSENTATION ET MOT DE BIENVENUE DU PRÉSIDENT OU DE LA PRÉSIDENTE DE L'ACPU ET DU PRÉSIDENT OU DE LA PRÉSIDENTE DU COMITÉ DES BIBLIOTHÉCAIRES DE L'ACPU
 DISCOURS D'OUVERTURE: Perception du rôle des bibliothécaires et de la bibliothèque - *Gwen Creelman (Mount Allison)*
 21 h RÉCEPTION D'ACCUEIL (bar payant, hors-d'oeuvres)

LE VENDREDI 27 NOVEMBRE

- 8 h - 9 h INSCRIPTION
 9 h-10 h 30 SÉANCE PLÉNIÈRE: Perceptions et réalités - l'image universitaire des bibliothécaires - *William Birdsall (Dalhousie), John Wilkinson (Toronto) et Michele Clairmont (TUNS)*
 10 h 45-12 h SÉANCE PLÉNIÈRE: Les bibliothécaires et les influences gouvernementales - l'interaction des bibliothécaires et des institutions gouvernementales - *Mary Williamson (York) et Karen Adams (CLA)*
 14 h-15 h 15 SÉANCES SIMULTANÉES:
 1. La collaboration avec les associations ou les syndicats des professeurs - la négociation et l'administration de contrat - *Margot Schenk (Saint Mary's)*
 2. La collaboration avec l'administration de la bibliothèque et de l'université - les structures dirigeantes et la représentation des bibliothécaires - *Carmel Allain (Moncton)*
 3. Le fusionnement des associations de bibliothécaires et de celles des professeurs - le regroupement des associations de professeurs et de bibliothécaires - *Ruth Marks (IEPO) et Doug Suarez (Brock)*
 15 h 30-17 h SÉANCE PLÉNIÈRE: L'orientation des carrières - les attitudes, les ouvertures et les pratiques dans différentes universités - *Joanne Kuhn (Waterloo) et Doug Vaisey (Saint Mary's)*

LE SAMEDI 28 NOVEMBRE

- 9 h-10 h 15 SÉANCES SIMULTANÉES:
 4. La terminologie contractuelle - atelier sur les salaires, les avantages sociaux, les nominations et autres clauses - *Ian Dew (Lakehead)*
 5. Le perfectionnement professionnel - congés de recherche, d'étude, d'enseignement; congés sabbatiques et autres congés de dévouement - *Marc Richard (McGill)*
 6. Le vieillissement de la profession et le renouvellement des bibliothécaires - les opinions sur les retombées professionnelles du vieillissement des bibliothécaires - *Linda Winkler (Regina)*
 10 h 30-12 h SÉANCE PLÉNIÈRE: La charge de travail - reconnaissance à l'université des rôles, responsabilités et fonctions diverses des bibliothécaires - *Mildred Savoie (Ste-Anne) et Suzanne Sexty (Memorial)*
 12 h DÉJEUNER - Commentaires sur des questions actuelles et futures - *Ruth Sheeran (Bishop's)*

POUR OBTENIR DES INFORMATIONS OU POUR VOUS INSCRIRE, VEUILLEZ COMMUNIQUER AVEC: NANCY GORDON, ACPU

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CAUT BOOKSHELF / LE COIN DES LIVRES

Uncivil Obedience

by A. Alan Borovoy
Lester Publishing Limited

Alan Borovoy has more to worry about than book sales these days — and I'm not referring to matters of writing style and content, although both could use some polishing.

No, Borovoy has recently been the object of complaints by women leaders that he and the Canadian Civil Liberties Association (CCLA) promote the rights of men over the rights of women. Such concerns are not unlike those described by Michele Landsberg (*Toronto Star*, Sept. 12, 1992) expressed at a recent international legal conference.

"Speaker after speaker from around the world pointed out that the traditional human rights agenda has been narrowly based on a North American concept of male-focused individualism," she said.

In light of these charges, a re-reading of *Uncivil Obedience* and a review from a different perspective than the mildly applauding one in the *Globe* or even the mildly critical one in *Quill & Quire* is called for.

Early in the book there is evidence that Borovoy holds some deeply ingrained traditional attitudes on sexual differences. In his preface, he claims his mother was the source of "chutzpah" and humour in his development and, through his mother, imagination received from the maternal grandfather. Thus the female side provides software to his package. And from his father he got the hardware, his integrity.

He then goes on in his acknowledgements to list a long line of women who get credit for supporting, and even in one case "nurturing" him and his book. But a much longer list of men get credit for assisting with the development of the "real stuff," the tactics which this book is about. There is a nod to the other sex in each list, but again, women provide the soft touch and men the "real edge."

And so, it's not hard to approach the actual book with some jaundice. Divided into sections that deal with "macro" and "micro" tactics, recurring problems and keeping the faith, the book outlines some tactics used, some tactics suggested but rejected and the strengths and weaknesses of a commitment to the infliction of unpleasant, but lawful, pressure.

Many of the examples are repeated in the different sections and so it takes careful reading to realize that one campaign is referred to in several different ways. Most of the objectives are to counteract the forces of neglect or oppression from governments and police, which of course makes sense for a civil libertarian. What is interesting is the groups for whom this action is conducted.

Frankly, women appear to have played a very small role in the development of civil liberties in Canada, at least as seen by Borovoy as he casts his memory back more than 30 years. In fact, only three fights important to women are mentioned. In a 1970 brief, the CCLA made some recommendations for change in the situation of welfare recipients. Among the many points selected for change was the "spouse-in-the-house" rule. However, no tactics were organized around this issue, a vital one to many women in that situation and a natural for someone interested in civil liberties. And Borovoy is wise not to claim it as a CCLA inspired victory, or some very angry welfare activists may come banging on his door.

The second reference is an account of some graduate students conducting a sit-in at a university demanding campus child care. The tactic was successful in that the care was granted, but Borovoy used the incident to describe the tactic as unwise. And, in that all-important issue for women, the CCLA reached a pro-choice abortion position in 1988, hardly on the cutting edge of change.

In fact, at one point Borovoy clearly indicates that limiting the domestic spy service's mandate was a more important objective than preventing further persecution of Dr. Morgentaler and his work. A great deal of the tactics of the book deal with stemming police abuses. It's unfortunately obvious that most police work deals with men while all abortions deal with women.

Large sections of the book deal with tactics he suggested which were never undertaken, reducing the value of these suggestions somewhat. Some of the examples are self-serving. Minor roles are carefully described to leave the impression of major player. In other places, such as the advice on coalition-building, the political and tactical advice is excellent.

The book was hurried into print because Borovoy disagreed with the tactics the natives adopted at Oka. Those tactics amounted to warriors, guns and masks to Borovoy, but to me the eternal image is of the quiet, soft-voiced spokeswoman who calmly and rationally

presented the native band's grievances. Borovoy also argues that Elijah Harper's lawful and successful action on the Meech Lake agreement achieved nothing for Harper's constituents. Perhaps Borovoy rushed his book into print too quickly.

Some women's groups have argued that Borovoy was and is on the wrong side of the pornography issue. He recounts with pride his mobilization of the Toronto Library system to kill an anti-pornography bill. It's his preference for the defence of free speech over the concern for violence against women and children that leads to this charge.

Borovoy provides perhaps the clearest example of his differences with feminists by his own account of the Charter of Rights and Freedoms developments. In 1980, he invented a "notwithstanding" clause which the CCLA did not accept as the organization's position but which politicians did a year later. This clause contributed to many of the fears about the Charter as women worried about national standards for abortion access or child care.

Borovoy rests his case on his fundamental belief that all Canadians have a vested interest in ensuring the survival of our democratic institutions. That belief flounders if one doesn't believe these institutions to be democratic and doesn't believe they operate in the interests of Canada's largest minority, the 52 per cent of the population that is female.

Where were the campaigns for more equitable family property laws during the persecution of Iris Murdoch and thousands of other women sent into poverty on marital breakdown? There are no examples of tactics

to achieve guaranteed child support payments; nor do the many criticisms of the police include their refusal, until very recently, to assist women who were subjected to domestic violence.

However, my major criticism of this book does not lie with the author's failure to see that many of his campaign issues were not the most significant developments for a large part of the Canadian population over the last 30 years. Nor is it that the author, who feels himself to be an agent of social change in the quest for social reform, makes no reference to the inequities of the workplace, the sexism that has plagued the labour movement, the simple failure to see women's issues as important issues for the simple reason that they affect women and rectification would affect men.

No, the major criticism is that everything Borovoy is trying to say about achieving change through legal but disruptive means has been said much earlier, more clearly and more effectively by Saul Alinsky and other writers. But that doesn't mean that the book would not have value as a Canadian text even if all the principles were worked out in the shadow of the Chicago meat markets.

Anyone considering its use in a course revolving around political and social issues can be assured that the book is readable, understandable and interesting. It's only those of us who have lived longer who could perhaps sadly conclude that it's also simply a partial story, lacking in a broader, more informed perspective.

(Reviewed by Marion M. Perrin, Executive Director, OCUFA)

Economic Challenges in Higher Education

by Charles Clotfelter, Ronald Ehrenberg,
Malcolm Getz and John Siegfried
University of Chicago Press, 1991

This book is both an extensive review of existing research as well as an original contribution to research in higher education. It focuses on undergraduate enrolment, the supply of academics, and the costs of higher education. The authors outline three objectives: to make economic research on higher education accessible to noneconomists; to present data relevant to higher education; and to discuss the implications of the research for policy purposes.

Because the book is written about the American experience a number of their findings are of little interest in our context, focusing as it does, for example, on differences found in the much less homogeneous system of higher education in the United States. There are, however, literally hundreds of findings in this book, many of which are likely to be relevant to the Canadian context. Several examples follow.

Clotfelter examines the evidence on dropouts and concludes that there are three main factors involved in completing a degree. Besides the obvious one of grades, he finds that those most likely to drop out are those who do not enrol in a university "immediately after high school" and those from the low income families. This analytical approach provides conclusions which are in sharp contrast to those of the Smith Commission, which believed that the cause was "inadequate quality in the organization and delivery of education."

These results have obvious implications for student aid policies and should offer some warning to those who assume that the dropout problem can be solved by merely raising admission standards. It was also found that completion rates were low for those enrolled in two-year institutions or vocational schools. This may offer some warning to those who see the community colleges as an alternate path to a university education. Ehrenberg, in five chapters devoted to the supply of faculty, pays particular attention to the flow of new doctorates and the predicted shortages of doctorates to replace retiring faculty. He concludes that any shortage of doctorates would be felt most by lower echelon universities. Whether a shortage will occur is also questioned. While the time required to increase the flow of doctorates is relatively lengthy, he points out that any shortage can be mitigated by several factors: an increase in academic salaries relative to alternative salaries; a change in immigration laws to increase the number of foreign doctorates; and changing conditions to increase the participation of women in doctoral studies.

He finds evidence to suggest that the academic labour market is already beginning to respond through higher starting salaries. It is pointed out, however, that

salaries at all ranks must be increased to have a recruitment effect since "only if potential doctorates view career earnings profiles in academe as sufficiently attractive will the supply of doctorates increase." Somewhat troubling, however, is the suggestion that universities reduce their reliance on doctorates in faculty positions.

From 1980 to 1987 tuition rose at double the rate of inflation in the United States. Getz and Siegfried conclude with four chapters examining costs and productivity in universities. They found that the fastest growing cost categories were administration, internal scholarships, student services, and academic support. Correspondingly, costs increased least for instruction, academic services, and plant operations. This is interesting in the context of financial restraint and the inclination to attack faculty salaries.

The only substantial disappointment in this book is that there is no conclusion. While there is some integration between the three parts of the book, there is no concluding chapter to bring the findings together. Otherwise, the authors have met their objectives and produced a valuable reference source on the economics of higher education.

(Review by Richard McGaw, Chair, CAUT Collective Bargaining Cooperative)

New Releases

Religious Studies in Ontario:
A State-of-the-Art Review
The Study of Religion in Canada
Volume 3
Authors: Harold Remus, William Closson James
and Daniel Fraikin
Publisher: Wilfrid Laurier University Press
422 pages; \$24.95 paper

Public Policy and the Aesthetic Interest:
Critical Essays on Defining Cultural
and Educational Relations
edited by Ralph A. Smith and Ronald Berman
Publisher: University of Illinois Press
283 pages; \$39.95 cloth; \$15.95 paper

Strategic Briefings for Canadian Enterprise
1992 - 1994 editions
Titles: The Canadian Profile: People,
Institutions, Infrastructure; 160 pages
Meeting the Global Challenge: Competitive
Position and Strategic Response; 175 pages
The New World Economic Order: Opportunities
and Threats; 150 pages
Series editor: Jerry Dermer
Publisher: Captus Press
\$16.25 each; soft cover

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CAUT BOOKSHELF / LE COIN DES LIVRES

Women of Science: Righting the Record

Edited by G. Kass-Simon and Patricia Farnes
Indiana University Press, 1990

Women of Science: Righting the Record, is an important book and a most welcome addition to the growing number of accounts documenting the contributions of women scholars to science, contributions that are frequently inadequately recognized and chronicled.

More often than not 'righting the record' involves writing or re-writing the discipline's history, going back to original papers and to personal communications between scientists to set the scene as it was, rather as it was re-told in successive reiterations.

Generally the contributors to this volume have done a fine job in their research and in the interpretation of the recovered evidence. They have taken great pains to stress that their accounts are neither all-inclusive nor final, but rather constitute an approach that needs to be continued and augmented by others.

Women of Science contains ten chapters, each devoted to the contributions of women scholars to a particular area or academic discipline. The fields range from archaeology and geology to astronomy, mathematics, physics, chemistry and crystallography. There is a chapter each on biology, medical science and engineering as well as an introduction, outlining the origin and the boundaries of the undertaking, and a thoughtful postscript.

Each chapter is written by a woman scientist currently involved in teaching and research in the particular field; thus the scientific importance of the contributions of women practitioners can be assessed in the full knowledge of the discipline. Most overviews begin in the middle of the 19th century and are confined mainly to women working in U.S. and British institutions — with a few high-profile exceptions.

When I began reading *Women of Science*, I was somewhat apprehensive of this division by discipline rather than by institution or time period. I was afraid that the systemic problems that women faced — and still face — would be camouflaged by the idiosyncrasies of the individual disciplines. I need not have been concerned. Evidence of the burden that women in the sciences have carried, comes through clearly and powerfully from all fields — as comes the message of spunk, persistence, competence and originality. Specially those of us, who know the weight of the burden from personal experience, will marvel at the magnitude, intellectual depth and originality of the contributions of our professional foremothers.

Most chapters are well referenced; in fact, the

bibliographies alone should compel anyone seriously interested in the history of science and/or women's studies to keep *Women of Science* on their reference shelf. This is not meant to imply that *Women of Science* is a reference book because it attempts to 'right the record,' important as this task may be.

I see the work as a point of departure for reflection and inquiry, and in this lies, in my opinion, its overarching value. Stepping back from the details of personal and institutional struggle, one must reflect on the losses that the exclusion of women has entailed for the professions and for society in general. Where would science be, if the work and thoughts of women scientists had had room to grow, if they had been then — and were now — taken seriously?

The book makes it clear that many more women made truly significant contributions to academic science than textbooks, reviews and the disciplines' collective memories reveal. The chapter on women in medical science contains a particularly instructive section and the loss and burial of women's contributions, applicable to all disciplines and to non-academic situations.

Yet, understanding the mechanism of burial does not free any of us from seeking answers to the question "why?". Why is science and mainstream society so blind and deaf when it comes to women's contributions? Is it just the denial of evidence that contradicts a world view in which women are pre-ordained child rearers and unpaid servants and companions of men or is there more to it?

I have often wondered about the self-image of academic males, individually and collectively. I have asked myself what it is that they think they are doing when they keep women out, using all sorts of shoddy procedures. What are they afraid of? *Women of Science* offers some interesting glimpses into the male academic self-image as reflected in the constraints placed on the admission of individual women. Let me cite two examples.

The mathematician Winifred Edgerton (1862-1951) applied for admission to Columbia University with an excellent academic record from Wellesley College. After much controversy she was admitted as a special case, that was to set no precedent, under the condition that she would dust the astronomical instruments and 'so comport herself as not to disturb the men students.'

Alice Hamilton MD had already an excellent and broadly based reputation in medical practice and public health, when she was appointed in 1918 at the age of 49 to a newly created faculty position in

industrial medicine at Harvard's School of Public Health. The conditions for her appointment contained three special stipulations: She would not use the faculty club, she would not have access to football tickets, and she was not to walk in the commencement procession.

My question, then, is pretty obvious: What on earth were the men who laid down such conditions imagining they were doing? Did they believe that flocks of Columbia mathematicians would be permanently afflicted by moral dryrot because a woman attended their classes? Was the presence of Alice Hamilton in the commencement procession an indication that Harvard was no longer a serious academic institution?

It would be illuminating for women to find out. Maybe some one could take *Women of Science* and similar works as points of departure and search for the mindset of gate keepers. In other words: who needs to protect whom from what?

In summary, then, *Women of Science* is a seminal and stimulating book. The editors and contributors deserve our gratitude for advancing the task of 'righting the record' so well.

(Review by Professor Ursula M. Franklin, Dept. of Metallurgy & Materials Science, Massey College, University of Toronto)

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TRIBUNE LIBRE/COMMENTARY

The feminization of privilege

Grant Brown

Il y a deux sorte de politiques d'action positive: 1. celles qui aident les femmes à améliorer leurs aptitudes et leurs conditions de travail et en éliminant toute discrimination injuste à leur endroit et 2. celles qui relèvent le statut (relatif) des femmes au détriment les hommes et en limitant la liberté de l'enseignement. L'ACPU et ses comités ne devraient promouvoir que des politiques de la première catégorie. Cependant, de plus en plus, des représentants de votre organisation professionnelle préconisent des politiques du deuxième type et ce qui devrait inquiéter tous les universitaires, comme le suggère cet essai qui base ses conclusions sur une brève analyse du Supplément du Statut de la Femme de 1991.

The CAUT Status of Women Committee (SWC) is responsible for "helping to coordinate strategies promoting the status of women at all Canadian universities." It is important to distinguish two kinds of policy which might be implemented to satisfy this term of reference. "Type One" policies empower women academics by improving their abilities and working conditions, and by eliminating whatever unfair discrimination against women that might exist within Canadian universities. Type One policies include providing opportunities for upgrading academic qualifications, making provision for "stopping the tenure clock" for family-related reasons, and requiring that job searches be conducted broadly and openly. "Type Two" policies, on the other hand, promote the (relative) status of women by handicapping men and by shielding women from the normal rigors of academic disputation. Type Two policies include the imposition of quotas involving preferential hiring for women, and the declaration that criticism of feminism is a form of sexual harassment which should not be tolerated.

Type One approaches to promoting the status of women attempt to equalize opportunities by levelling up; Type Two policies by levelling down. Type One policies respect the legitimate interests of both men and women, and promote mutual respect; Type Two policies violate the legitimate interests of men, and are highly divisive. Type One policies broaden the pool of qualified candidates from which universities may choose faculty, and thereby advance academic standards and improve quality; Type Two policies narrow that pool and inhibit responsible debate, thereby degrading academic standards and quality. Article 1.1 of the General By-Law of the CAUT states: "The objects of the Association are to promote the interests of academic staff..., to advance the standards of their professions, and to seek to improve the quality of higher education in Canada." Type Two policies clearly conflict with the stated objectives of the CAUT.

Regrettably, the SWC has become increasingly vocal and political in its support of Type Two policies, and the Executive has been negligent in not making sure that its by-laws are respected by CAUT committees. Indeed, a growing number of academics believe that the CAUT has been positively supportive of policy measures which conflict with the Association's objectives, and for this reason several organizations (see [1] below) have sprung up in an attempt to pressure them into properly fulfilling their fiduciary responsibilities.

One of the more egregious examples of the problem of concern here is the SWC supplement of 1991. This was a sustained (32-page) advocacy for the entrenchment of official preference for women in Canadian universities. Its premise was that "Women hold fewer full-time appointments than would be expected from the number of qualified applicants." The only basis for this assertion came in the form of two tables, which invite readers to compare the proportion of women at each rank to the proportion of women among Ph.D. graduates in 1989. Characteristically of the propaganda emanating from the SWC, these tables are utterly inadequate to support their claim. To determine whether discrimination within the universities has been a contributing factor in women's relatively low representation there, we must consider women's historical availability in the applicant pools — not their availability in 1989.

Several careful studies (listed below) have made the relevant comparisons and have found that women are, if anything, somewhat over-represented within Canadian universities at all ranks below full professor — increasingly so in recent years.

Even the contributors to the supplement were aware of this trend, noting that the proportion of women faculty hired at most Canadian universities in recent

years is considerably higher than the proportion of women earning relevant degrees. The prevailing hiring preference for women is so strong, indeed, that some contributors complained that competition from other universities has made it difficult to recruit and retain qualified women! Evidently, securely tenured men have been happily holding the doors of academe wide open for young women — a bit of chivalry which the SWC is eager to exploit. They do not explain how competition for women which is so strong as to be problematic can co-exist with "widespread, systemic discrimination" against anyone but men.

There are more flaws and contradictions. While some SWC members recommend (and can boast about) policies of not even considering male applicants, or complain that some universities "only" have non-discrimination policies, others characterize as a "paranoid fear" the suggestion that affirmative action might involve quotas or reverse discrimination. Comparative claims ("women are disadvantaged") are invalidly made on the basis of evidence from only one side of the equation (i.e. women's experiences — and a rather selective reporting of those experiences, with no checks for reliability, too).

Throughout the supplement we are shown cartoons involving dinosaurs such as the "Pteranodon," about whom it is said: "...changes in the academic terrain which he observes beneath him leave him unaffected, other than cuts in the travel budget, which produce outraged screams and daring attacks on undefended secretarial staff." What makes this inappropriately gender-specific language particularly ironic is that the cartoon is credited to a member of the 1990 Task Force on Bias-Free Communication! The clear purpose of the cartoons is to suggest that whoever disagrees with the supplement is a "dinosaur."

The CAUT refused my request to print a timely rejoinder to the 1991 supplement, even though I had informally garnered support from hundreds of academics across Canada. Instead I sent a brief letter to the Bulletin editor, to inform members that they could obtain a copy of my critique by writing to me. This letter was not published either. Meanwhile, the SWC produced its "Special Report" in April 1992. A two-page article was devoted to caricaturing and criticizing some of the points I had advanced in my critique of the 1991 supplement. (Paradoxically, my views were not considered important enough to appear in the Bulletin, though they were nevertheless important enough to be misrepresented there.) In response to this brazen exercise in "expropriation of voice," I offered to buy space in the Bulletin to respond to these unfair criticisms; this proved impractical, as I was quoted a rate of \$3700 per page. (The present intervention is a result of long and persistent attempts to shame the CAUT into recognizing the unfairness of their treatment of this issue — though 1500 words is quite inadequate to counter all the SWC's misinformation.)

Unchastened by growing opposition to their Type Two machinations, and impervious to studies which refute all the main contentions of the 1991 supplement, the CAUT used it as the basis for their submission to the Parliamentary Review Committee of the Federal Employment Equity Act. While all other

CAUT committees advance causes which are in the common interest of its members (e.g. a sound library system), the SWC has become largely an advocacy group for causes which are at best partisan (e.g. feminist ideology) and at worst detrimental to the interests of most members (e.g. preferential hiring). I refer here not only to the interests of aspiring male scholars, who must be greatly demoralized by the CAUT's political agenda; I speak equally of the effect that the SWC's continuous negative propaganda must be having upon female scholars. The SWC is doing far more to discourage the aspirations of women than any real discrimination against them in the academy.

I have concentrated here on the concern over what amounts to unfair representation by the SWC and the CAUT Executive. Of equal concern is the undermining of academic freedom and academic standards which is being encouraged by the very organization that purports to uphold them within our profession. A questionable ideology has gained hegemony within the CAUT, which has been used to intimidate opposition by equating criticism with "sexism," "misogyny," and even "sexual harassment." These intimidation tactics have led to considerable censorship and self-censorship within the academy, which should greatly concern all principled scholars.

The "Special Report" article concludes by allowing, "No doubt the debate will continue...." In fact, the "debate" has not yet even begun; when only one side of an issue is aired, this is not a "debate." (Is the SWC confident enough about its position to invite brief responses from critics to their controversial pronouncements?) This intervention has the modest goal of attempting to accurately characterize the debate. It is not a debate between reactionaries who want to keep women out of the academy, and moderate feminists who valiantly seek equality of opportunity; rather, it is a debate between moderates of all kinds who favour genuinely equal rights and freedoms for men and women through Type One policies, and special-interest feminists who seek to maximize opportunities for women at the expense of men through Type Two policies.

[1] The Society for Academic Freedom and Scholarship

[2] Brown, Grant [1992]. *The Employment Equity Enigma Has No Clothes: An Inquiry into Preferential Hiring in Canadian Universities*, (Edmonton: The Gender Issues Education Foundation).

[3] Irvine, Andrew [1991]. *Jack & Jill and Employment Equity*, Working Paper No. 1, Centre for Applied Ethics, (Vancouver: University of British Columbia).

[4] Ryten, E. [unpublished]. *Women in Academic Medicine in Canadian Universities: Are Women Subject to Discrimination?* (A summary of the findings of this study can be found in the Canadian Medical Association Journal, Vol. 145, No. 9.)

(Grant Brown is a lecturer in the Faculty of Management at the University of Lethbridge. He is presently completing a D.Phil. in political philosophy from Oxford University)

The views expressed are solely those of the author and not of CAUT.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

L'ACPU accepte les articles de 1500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPU espère publier un article par numéro selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

As a service to CAUT members interested in positions available in other countries, the Bulletin carries advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom in countries outside of Canada. CAUT publishes a list of universities surveyed by AAUP twice a year. Further information about those countries can be obtained by writing to AAUP, Suite 500, 737 - 14th. St. N.W., Washington, DC 20005, Tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association des University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél(202) 737-5930.

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applicants on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs. CMAU expects that all positions advertised in the Bulletin are open to men and women. Advertisements using gender specific language will not be accepted. Except when the language has been mandated by human rights legislation, when any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'Éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques générales. L'Éditeur n'a l'intention de ne pas publier les postes annoncés dans le Bulletin sont offerts à tous les hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to non-discriminating employment practices in order to be eligible to bid. This commitment requires the identification and removal of artificial barriers to the election, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants in some positions advertised in the *CAUT* Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme est axé sur les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appuyer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes antérieurs dans le Bulletin de l'ACPI de fournir des renseignements à caractère confidentiel.

[illegible]

UNIVERSITY OF TORONTO - Department of Botany Applications are invited for a tenure-track position in Applied Ecology at the Assistant Professor level. The successful candidate will be responsible for teaching and supervising students, and for conducting research in any of the following areas: plant ecology, conservation, pollution, ecology, renewable resources, climate and climate change or agricultural ecology. The successful applicant will be expected to develop an active research programme, demonstrate good teaching ability including contributing to the development of new graduate courses and to participate in developing interdisciplinary programmes in teaching and research. For consideration, send a curriculum vitae, a statement of research interests, and three letters of recommendation to: Ms. M.A. Schafer at the address / FAX given below. A curriculum vitae, a statement of research interests, and three letters of recommendation should be received no later than October 15, 1990. **John H. Higgins, Chair,** Department of Botany, University of Toronto, 25 Wilketts Street, Toronto, Ontario M5S 1A5. Telephone: (416) 978-3532, Telefax: (416) 978-3537, Fax: (416) 978-9797. The University of Toronto encourages women and men to apply for this position.

UNIVERSITY OF GUELPH Department of Botany, College of Biological Sciences, University of Guelph, invites applications for a full-time position as the Assistant Professor level in the Department of Botany to complement the existing strengths in the Department in the areas of Plant Ecology and Population Genetics. The successful candidate will be a 2 associated faculty member, a Ph.D. holder, a doctoral fellow and 35 graduate students. The position is in the Department of Botany with 60 faculty members in various subdisciplines. The Department of Botany has a strong research budget in Plant Ecology with an annual research budget of \$1.5 million. The position is full-time with a current enrollment of 100 students. The successful candidate would be expected to interact with the new Environmental Science Department, and with the strong group in Systematics, Plant Ecology and Evolutionary Biology. The Department has a strong research program in both. Applications, including a letter of recommendation and a curriculum vitae, should be sent to the Department of Botany, University of Guelph, Guelph, Ontario, Canada N1G 2W1, by November 21, 1992. In accordance with Canadian law, the University of Guelph is an equal opportunity employer. The University of Guelph has a merit-based salary program that includes special measures for the recruitment of individuals of exceptional ability and staff. We therefore encourage applications from qualified individuals from all backgrounds, including minorities and females, members of visible minorities and persons with disabilities. The appointment is for a fixed term budget.

UNIVERSITY OF TORONTO - requires Ph.D. in Anthropology. Applicants are required to have a tenure stream position at the time of application. The University of Toronto, St. George Campus, the Association of Canadian Universities, has a strong research and teaching focus in the area of the history of the Americas and demonstrated strength in issues of race, class, and gender. Areas of specialization are: language, law and politics; language acquisition and its sociocultural context; and the history of the Americas. Research should be concentrated in the areas of the precolonial and colonial Americas, Western hemisphere (and the Caribbean, if necessary, Canada). Guides include: the history of the Americas; the history of language and society; and supervision, research and administrative responsibilities. **Effective Date:** 1 April 1992. **Application Deadline:** 15 November 1991. **Applicants should send to:** Professor Gary W. Rothman, Department of Anthropology, Sidney Smith Hall, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A5. **Include:** curriculum vitae and the names and addresses of three referees; a statement of your evaluating applications; the purposes of your research; and copies of relevant publications. **For consideration:** 15 November 1991 to 15 December 1991. **In accordance with** the Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is an equal opportunity and non-discriminatory institution. Women and men to apply for positions. This position is subject to budgetary

UNIVERSITY OF BRITISH COLUMBIA - Astronomy/Astrophysics: Applicants are invited for a tenure track assistant professor position in astronomy beginning September 1, 1992. Applicants will be considered at a higher rank for a woman with exceptional qualifications. Applications should be sent to the Department of Physics and Astronomy, University of British Columbia, 622-181 St. John's Street, Vancouver, B.C. Canada V6T 1Z2. Phone: (604) 681-2800.

WILFRID LAURIER UNIVERSITY. Applications are invited for faculty positions in Accounting, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy, commencing 1 July 1993. Limited Term and Visiting Positions are available in all these areas. Tenure Track positions are available in Accounting, Management and Organizational Behaviour, Marketing, and Policy. Depending on qualifications and experience, appointments will be made up to the rank of Associate Professor for positions in Accounting and Policy and up to the rank of Assistant Professor for all others. The School of Management is an

comics emphasizes a balance between teaching and research. Qualifications include Ph.D. or ABD with evidence of research and teaching potential. Specific areas of expertise sought for these positions include taxation and financial accounting for Accounting; organizational behaviour for Organizational and human resources management for Management and Organizational Behaviour; robotics, services marketing, and consumer behaviour for Marketing and operations management for Operations and Decision Sciences; and strategic management, entrepreneurship, small business management for Entrepreneurship for Policy. This advertisement is directed in the first instance to Canadian citizens. The University of Waterloo, a public University is committed to employment equity policies, welcomes applications from all qualified women and men, and provides an equal opportunity environment. Applications accepted until positions are filled. Send applications to: Dr. Robert A. Giacalone, Associate Dean of Business, School of Business Administration, University of Waterloo, Waterloo, Ontario N2L 2G1.

QUEEN'S UNIVERSITY, School of Business, invites applications for one position in each of the following: **Financial Accounting** and **Management Accounting**. The **Financial Accounting** and **Management Accounting** positions require a doctorate degree, an established record of research, and a clear indication of the ability to progress in research. The **Management Accounting** position requires a doctorate degree. These appointments will be at the Associate or Full Professor level. The **Financial Accounting** position requires a Ph.D. degree or new completion of studies in the field of accounting, and a demonstrated research and teaching commitment to teaching undergraduate and MBA programs in the field of accounting. The **Management Accounting** position requires a Ph.D. degree. Appointment will likely be at the Assistant or Associate Professor level. Successful candidates will be expected to excel in both research and teaching. Ideally, faculty members are expected to be actively publishing in the area. **Interested candidates** should send a letter, vitae, and a list of references to: **Chairman, Search Committee**, c/o **Dean's Office**, **Queen's University**, Kingston, Ontario, Canada K7L 3N6. Salary and other requirements: **Priority considerations** will be given to Canadian citizens and permanent residents. **Consideration will be given to employment equity programme and affirmative action** candidates from all qualified candidates, including women, visible minorities, people with disabilities, and veterans. **Applicants** must have a degree commensurate with qualifications and experience although the positions are advertised at the Associate level. The **deadline date for the appointments is July 1, 1995**. **Successful candidates** will be accepted into the positions as **tenured** but will be accepted into the positions as **non-tenured** if so indicated, including the names of three referees. For more information, contact: **Dr. A. Dean**, Acting Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6. Tel: (613) 533-6100.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Chemistry, University of British Columbia, invites applications for a tenure-track or higher

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2. PERSONAL ACCIDENT INSURANCE (\$100,000).
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Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C,
Ottawa, Canada K1Y 4G1

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Province

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University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4; Phone (604) 721-7700; Fax (604) 721-7701.

THE UNIVERSITY OF MANITOBA: Educational Drama (Early Years). Applicants are invited for a position in the area of Educational Drama, Department of Curriculum, Humanities and Social Sciences, Faculty of Education, University of Manitoba. The nature of the appointment is permanent and full-time. One of the successful applicant and will be to either a tenure track position at the rank of Assistant Professor (completed or in progress of a M.A. or Ph.D. in Educational Drama), or a Probationary Instructor position (advanced degree in education and/or drama, and a budgetary position). The successful applicant will become part of an early years curriculum and instruction team. Applicants should have a minimum of five years of experience in dramatic play in learning and child development, successful teaching experience with young children, and demonstrated competence in university teaching and scholarship. Responsibilities may include teaching undergraduate and graduate

...supervising student teachers, and assisting in the development of training classes for new teachers, contributing to a vibrant and growing research community within the University and the larger educational community. The University of Manitoba is a multicultural, multilingual, and multiethnic institution with a large and diverse population of students, faculty, and staff. The University provides a smoke free work environment. This advertisement is directed to individuals who are permanent residents of Canada, who are applying, complete with curriculum vitae, to the following positions and addresses of referees should be sent to: John Seymour, Department of Curriculum, Humanities and Social Sciences, University of Manitoba, 100 Arts Bldg., R3T 2N2. The closing date for applications is November 30, 1992 or until the position is filled. The advertisement will become available August 1, 1993.

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THE UNIVERSITY OF AUCKLAND · NEW ZEALAND

DEANSHIP OF THE FACULTY

Faculty of Architecture, Property & Planning
Vacancy UAC.217

Appointment to the Deanship will be for an initial term of five years and thereafter renewable for a further period of up to five years. The appointment will also carry with it appointment to a Chair in an appropriate department within the faculty concerned.

Applicants must have gained distinction in academic life and in research and, at the same time, have demonstrated potential for university administration and leadership.

The Deans will be required to advise on appointments and promotion of staff, allocating monies, developing proposals on building requirements, encourage research and teaching, work in consultation with the appropriate Committees of the University and chair the meetings of Faculty.

Commencing salary will be established within the range NZ\$80,080 - NZ\$99,840 per annum

DEANSHIP OF LAW

Faculty of Law Vacancy UAC.216

Appointment to the Deanship will be for an initial term of five years and thereafter renewable for a further period of up to five years. The appointment will also carry with it appointment to a Chair in an appropriate department within the faculty concerned.

Applicants must have gained distinction in academic life and in research and, at the same time, have demonstrated potential for university administration and leadership.

The Deans will be required to advise on appointments and promotion of staff, allocating monies, developing proposals on building requirements, encourage research and teaching, work in consultation with the appropriate Committees of the University and chair the meetings of Faculty.

Commencing salary will be established within the range NZ\$80,080 - NZ\$99,840 per annum

A CHAIR IN GEOGRAPHY

Department of Geography Vacancy UAC.213

The vacancy arises from the appointment of Professor W Moran to the full-time position of Dean of the Faculty of Arts. The other established Chair in Geography is held by Professor P W Williams whose main research interests are in the geomorphology and hydrology of karst.

Applicants should be experienced University teachers actively engaged in research and with a strong publishing record. Preference will be given to Human Geographers or those with a background or substantial interest in Human Geography.

Commencing salary will be established within the range NZ\$80,080 - NZ\$99,840 per annum.

A CHAIR IN PHYSICAL CHEMISTRY

Department of Chemistry Vacancy UAC.214

Applicants are sought for an established Chair in Physical Chemistry. Well qualified persons with a high level of academic achievement and potential or proven leadership qualities in any mainstream area of Physical Chemistry are encouraged to apply. The existing staff of the Physical Chemistry Section are active in various fields of physical chemistry, materials and energy chemistry and theoretical chemistry including electrochemistry, polymers, surface chemistry and surface analysis, catalysis and spectroscopy. An extensive range of major research facilities is available including XPS/AES, CCD Raman microscopy, FTIR, NMR, ESR, DSC and a Diffractometer.

Commencing salary will be established within the range NZ\$80,080 - NZ\$99,840 per annum.

DIRECTOR

Centre for Continuing Education Vacancy UAC.215

Applicants must be University graduates with a strong academic background who are able to demonstrate organisational and administrative abilities. Experience in the continuing education of adults in an institution of higher learning is desirable. Although the position is primarily an organisational and administrative one, the Director will be expected to take part in teaching and research activities appropriate to her or his interests.

Commencing salary will be established within the range NZ\$69,680 - NZ\$75,920 per annum.

TWO LECTURESHIPS IN CHINESE

Department of Asian Languages & Literatures Vacancy UAC.220

The Chinese Section in the Department of Asian Languages & Literatures of the University of Auckland was established in 1966 and offers a comprehensive programme, up to MA and PhD level, in modern and classical Chinese language and literature, with supporting papers in Chinese literature in translation, Chinese philosophy and the Ethnic Chinese abroad. The Department also teaches Indonesian, Japanese and Korean. The Chinese section has an establishment of five permanent positions and is supported by the largest Chinese language library in New Zealand. East Asian Studies are taught in other departments of the University.

Applicants must have native or near-native fluency in English and Modern Standard Chinese, with ability to teach Chinese as a foreign language to adult learners at a tertiary level. Applicants should have proven ability in research, demonstrated by post-graduate qualifications, preferably doctoral, or equivalent research record, in one or more of the following fields: Chinese language and linguistics, Chinese literature, Chinese studies based on the extensive use of Chinese primary source materials.

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum.

Conditions & Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application should be obtained from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by 2 November 1992.

Please quote relevant Vacancy Number in all correspondence.
W B NICOLL, REGISTRAR

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ment of Curriculum, Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Candidates must submit their curriculum vitae and a statement of interest in the position by 30 November 1992 or, if possible, by 15 November 1992. On receipt of the curriculum vitae, the University will advise the successful candidate.

ENGINEERING

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for the position of Associate Professor in the area of digital communications systems, digital circuit design, and computer architecture. Applications are invited from persons with a Ph.D. in Electrical Engineering or a related field. The successful candidate will be responsible for teaching and supervising graduate students, and for conducting research in the area of digital communications systems, digital circuit design, and computer architecture. The position is a full-time, permanent position. Salary is commensurate with qualifications and experience. Applications should be sent to: Dr. D.J. Roulston, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

McGILL UNIVERSITY - Research Associate in Microelectronics. The Microelectronics and Computer Systems Laboratory at McGill University is currently seeking a Research Associate. The successful candidate will be involved in research project in the area of testing and design of microelectronics circuits. Applications are invited from persons who have outstanding research potential, demonstrated solid research achievements in the area of testing of Very Large Scale Integrated (VLSI) circuits, and have experience in teaching and supervision of graduate students. Candidates must have an earned Ph.D. degree in Electrical Engineering. Interested candidates are invited to send their resume and a list of three references to: Professor Nicholas C. Roun, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, Canada, H3A 2K7. McGill University is committed to equity in employment.

THE UNIVERSITY OF SASKATCHEWAN invites applications for a full-time position in the Department of Electrical Engineering in the area of Power System Control. The responsibilities include teaching undergraduate courses in electrical engineering and power system control, graduate courses in power system control, and conducting research. Appointments are normally made to the Assistant Professor level. Applicant must hold an earned Ph.D. degree and have demonstrated potential for teaching at the undergraduate and graduate levels and for developing an independent research program. The department offers professional process technology that yields minimal residual stress in thermally isolated Si, poly-Si and oxide composite layers. Thermal isolation is to be achieved by Si micromachining techniques. The salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill the position with a female. Applications should be sent to: Dr. D.J. Roulston, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

THE CAMARGO FOUNDATION

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains a center in Cassis, France for the benefit of individuals who wish to pursue projects in French studies. It offers, at no cost, eleven furnished apartments, a reference library, an artist's studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant; therefore, no stipends are available. The normal term of residence is one semester — early September to mid-December or from mid-January to May 31st — pre-dates being announced each year. Applicants may include masters of university and college faculties, including professors emeriti, who intend to pursue special studies while on leave from their institutions; secondary school teachers; and graduate students. In order to work on a pedagogical or scholarly project, graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation, visual artists, composers, writers, and photographers with specific projects to complete. Because of the limited number of studios, only one artist, one composer, and one photographer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is March 1 for the following academic year.

For informational brochure and application form write to:

The Camargo Foundation
Jone M. Vigniani
64 High Street
P.O. Box 36
East Haddam, CT 06423
USA



THE UNIVERSITY OF AUCKLAND
NEW ZEALAND

LECTURESHIP/ SENIOR LECTURESHIP IN FLUID MECHANICS

Department of Civil Engineering
School of Engineering
Vacancy UAC.223

Applicants are expected to possess a Bachelor of Engineering degree (or its equivalent), and a postgraduate research degree (preferably a PhD) plus professional experience. They should have expertise in some branch or branches of Civil Engineering Fluid Mechanics, particularly Fluid Mechanics related to the Environment.

Duties will include teaching at undergraduate and graduate levels (more particularly in the early years for the BE degree) and the initiation of research programmes.

Commencing salary will be established within the ranges NZ\$37,440 - NZ\$49,088 per annum (Lecturer), NZ\$52,000 - NZ\$60,994 (Senior Lecturer).

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, phone (64) 9 373-7999, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by 2 November 1992.

Please quote Vacancy Number UAC.223 in all correspondence.
W B NICOLL, REGISTRAR

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grants leading to B.E., M.Eng., M.Sc. and Ph.D. degrees. There are approximately 160 undergraduate and 90 graduate students in the department, and excellent research facilities. Curriculum vitae, a list of references and a statement of research interests should be addressed to: M.S. Sandhu, Head, Department of Electrical Engineering, University of Saskatchewan, Saskatoon, Canada, S7N 0W0. Applications must be received by November 15, 1992. The expected appointment date is January 1, 1993. The University of Saskatchewan is committed to the principles of employment equity. Canadian citizens and permanent residents will receive first consideration. Applications of non-Canadians will then be considered.

UNIVERSITY OF TORONTO - The Department of Electrical Engineering invites applications for two tenure-stream Assistant Professor positions in the area of Computer Engineering. The applicants are expected to have a strong background in the general area of computer systems. Subareas of specialization may include: computer architecture, computer architecture, and computer aided design. These positions involve both research and teaching at the undergraduate and graduate levels. Applicants must have a record and an outstanding academic achievement. Salary is commensurate with qualifications and experience. Applications are invited from persons with a Ph.D. in Electrical Engineering or a related field. The successful candidate will be involved in research project in the area of testing and design of microelectronics circuits. Applications are invited from persons who have outstanding research potential, demonstrated solid research achievements in the area of testing of Very Large Scale Integrated (VLSI) circuits, and have experience in teaching and supervision of graduate students. Candidates must have an earned Ph.D. degree in Electrical Engineering. Interested candidates are invited to send their resume and a list of three references to: Professor Nicholas C. Roun, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, Canada, H3A 2K7. McGill University is committed to equity in employment.

UNIVERSITY OF TORONTO - The Department of Electrical Engineering invites applications for a tenure-stream Assistant Professor position in the area of microelectronics. The applicant is expected to have a strong interest in both device and circuit design with an emphasis on high speed mixed analog/digital applications. The position involves both research and teaching at the undergraduate and graduate levels. Applicants must have a doctoral degree in Electrical Engineering, an outstanding academic record and effective teaching ability. The position is supported by a full-time research fellow through the Natural Sciences and Engineering Research Council of Canada (NSERC) Research Partnership Program. Salary is commensurate with qualifications and experience. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and a list of three references to: Professor A.D. S. S. Sandhu, Department of Electrical Engineering, University of Toronto, 2789 Spadina Avenue, Toronto, Ontario M5S 1A4 Canada. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF TORONTO - The Department of Civil Engineering, The University of Toronto invites applications for a tenure-stream Assistant Professor level in the area of Environmental Engineering commencing 1 January 1993 or later. The successful candidate will be expected to teach and supervise graduate students in his or her field of interest, teach postgraduate and graduate courses in environmental engineering (particularly in water and wastewater analysis and treatment, waste management and environmental control) and assist in the teaching of other engineering courses at the undergraduate level. Applicants should send a curriculum vitae, a statement concerning research and teaching interests, and a list of at least three references to Professor Richard M. Sebenius, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4 Canada. Closing date for receipt of applications is October 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary is commensurate with qualifications and experience. The University encourages both women and men to apply.

UNIVERSITY OF ALBERTA, Department of Mechanical Engineering. Applications are invited for up to three full-time tenure track positions in Mechanical Engineering. Applicants should hold a Ph.D. (or be in the final year of a Ph.D.) and have a strong interest in Fluid Mechanics, Heat Transfer or Thermodynamics. Vacancies are primarily in these areas, applications from outstanding individuals in other disciplines within Mechanical Engineering will also be considered. The positions are to be filled January 1, 1993 or later. The intention is to appoint at the level of Assistant Professor, however higher levels will be considered if appropriate. Present annual base salaries for Assistant, Associate and Full Professor are \$40,000, \$48,000 and \$60,000 respectively. The University of Alberta has 24,000 full-time undergraduate students and is one of the largest universities in Canada. The Faculty of Engineering has over 2,200 undergraduate students in the Department of Mechanical Engineering offers B.Sc., M.Sc. and Ph.D. programs. It has 25 faculty, 400 staff and 80 graduate students. Responsibilities of faculty include teaching undergraduate and graduate courses, supervision of graduate students and research. Demonstrated ability and willingness to conduct and publish scholarly research are essential. Please submit Curriculum Vitae, description of teaching and research goals and interests and the names of three references to: J.D. Dale,

Chairman, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6, Canada. Phone: (403) 493-5333, ext. 493-5333. Applications will be accepted until October 30, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from bilingual persons, disabled persons, members of visible minorities and women.

ENGLISH

McGILL UNIVERSITY. The Department of English will make Two Tenure-track appointments at the rank of Assistant Professor, starting 1 September 1993, in the areas of Modern and Contemporary British and American Literature. We are especially interested in candidates with interdisciplinary expertise in twentieth-century arts and culture, and/or a background in one of the following areas: Literary Theory, Gender Studies, African American Literature, Post-Colonialism, Cultural Studies, Commonwealth Literatures. Completed Ph.D. required; teaching experience and publications desirable. Applications including curriculum vitae, transcripts, and three letters of reference should be sent by 1 December 1992 to John Riley, Chair, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, Canada, M3A 2T6. This advertisement will appear in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF ST. JEROME'S COLLEGE - Department of English. Applications are invited for a tenure-track position in English at the level of Assistant Professor to commence on July 1, 1993. The successful candidate will have a Ph.D. in English (or equivalent with specialization in the area of 20th Century Canadian Literature). Salary commensurate with the current Assistant Professor level of \$36,932.00, negotiable according to experience. Applications, together with names of three referees, should be mailed to: Dr. C.E. McEwen, Chair, Department of English, University of St. Jerome's College, Waterloo, Ontario, N2L 3C3, by December 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's College to fill this vacancy with recent Ph.D. graduates whenever possible. Applications from women are particularly welcome.

WILFRID LAURIER UNIVERSITY. The Department of English, Wilfrid Laurier University, invites applications for a tenure-track position in 17th Century Literature. Strong secondary qualifications in gender and/or gender studies will be an asset. Teaching assignments will include a senior seminar in our comparative Honours program and courses in our Honours program. Ph.D. required; publications and teaching experience preferred. Rank and salary commensurate with qualifications and experience. Appointment effective 1 July 1993. Closing date for applications: 30 November 1992. Applications with curriculum vitae and names of three referees should be sent to: Dr. Paul Tussen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to Employment Equity policies.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY - The Faculty of Environmental Studies at York University wishes to make two tenure-track appointments at the Assistant Professor level, effective July 1, 1993, subject to budget approval, one in each of the following areas: Applied ecology, Environmental policy and economics; Environmental thought/philosophy. Planning and impact assessment. The successful applicants will be expected to teach and advise students at the undergraduate and graduate levels and will have demonstrated ability in practice and theory in the areas of expertise. Applicants should

hold a PhD degree in a relevant field and have equivalent academic or professional experience. Familiarity with appropriate environmental issues in the area of expertise will be regarded as an advantage, as will university teaching experience. This person will be expected to demonstrate enthusiasm for and competence in teaching students in a highly interdisciplinary program combining environmental education, research, and collaborative teaching, and a strong commitment to explore the relationships underlying nature and society in their research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is implementing a policy of employment equity, including affirmative action for women faculty. Letters of application should address the above statement of Faculty approach to focus, and should include a CV and the names of three referees familiar with the applicant's academic and professional work. Applicants should indicate the position or positions being applied for. Applications should reach the University by December 1, 1992, addressed to: David W.J. Bell, Envt. Studies, York University, 470 Keele Street, North York, ON M3J 1P3.

FINE ARTS

UNIVERSITY OF WATERLOO - The Department of Fine Arts, University of Waterloo. Invites applications for a contractually limited position in art history, effective July 1, 1993 for a one year term. The appointment will remain open until filled and is expected to be at the Assistant Professor level. This position is for a specialist in the area of fine arts. Candidates should have a completed Ph.D., but those who can provide firm evidence of imminent completion may also be considered. In addition to a record of scholarly research and publication, the successful candidate must have a strong commitment to undergraduate teaching and research. The position is a whole of tenure sufficient to teach an undergraduate survey course in art history. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a sample of recent writing, and a letter of reference to: Professor Don MacKay, Chair, Department of Fine Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1. The closing date is February 26, 1993.

FOREST SCIENCE & PLANT SCIENCE

UNIVERSITY OF ALBERTA: Assistant Professor Vegetation Conservation Specialist. Appointment, Department of Forestry, Faculty of Agriculture and Forestry. Applications are invited for a full-time, tenure track faculty position in the Department of Forestry and Plant Sciences in the field of vegetation conservation science. Responsibilities include teaching and research with one or more of the indicated specialties in support of the Faculty's main Science Environmental Studies and Conservation. The incumbent will be expected to develop an active research grant and graduate student portfolio. The Departments of Forestry and Plant Sciences have facilities for controlled-environment research, plant nutrition, tissue culture, cloning, and for plant research. Excellent greenhouse and field facilities are available. The ideal candidate will have depth of scientific experience in vegetation conservation, assessment, and management for conservative and non-conservative uses, and should be a specialist in one or more of the following areas: applied ecology, wild-

lands or wildlife habitat, land reclamation, wetlands, natural resources, and other cropping systems; vegetation assessment, inventory and management; environmental impact assessment; and/or vegetation systems. The successful candidate will be capable of teaching and applying skills in rangeland, forests, parks or wildlands, and also to reclamation sites. This person will develop a research program in one or more of these areas of specialization in collaboration with other researchers. Teaching duties will cover an array of these areas and will include contributions to an introductory course in global ecosystems and human involvement, a senior-level course in vegetation reclamation of forest lands, and new courses in vegetation inventory and vegetation conservation science. Applicants must have a Ph.D., postdoctoral and teaching experience is desirable. The current annual salary range (Assistant Professor, 1992/93) is \$40,000 to \$57,000 plus benefits. Closing date for applications is 31 December 1992. Applications, including curriculum vitae, transcripts, and the names and addresses of three referees, should be sent to: Bruce P. Danckwerts, Department of Forestry, Faculty of Agriculture and Forestry, University of Alberta, Edmonton, Alberta, Canada T6N 2H1 (ph. 403-492-4413, fax 403-492-4323). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from bilingual persons, disabled persons, members of visible minorities and women.

FRENCH

THE UNIVERSITY OF CALGARY: Department of French, Italian and Spanish is seeking a specialist in Sixteenth and/or Seventeenth Century French Literature for a tenure-track position beginning July 1, 1993. Applicants are expected to be familiar with current approaches to literary theory. Qualifications: Ph.D. mastery of oral and written French, and teaching experience. Publication in the field(s) of interest would be an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including

Adult Education

Applications are invited for a tenure track position at the rank of Assistant/Associate Professor, applicants should hold a doctorate in adult education or related area preferred. The Master of Adult Education program is self-directed and delivered via distance education. The successful candidate will have a strong knowledge of adult education theory and practice. Duties include supervision of graduate students, teaching during the orientation sessions, and research. Salary will be dependent on qualifications and experience. Please submit letter of application together with a curriculum vitae and the names of three referees to: Dr. M.A. Gill, Chair, Department of Adult Education, St. Mary's Xavier University, Antigonish, NS, B9G 1C0. Applications will be accepted until December 15, 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

women, aboriginal people, visible minorities, and people with disabilities. Applicants should send an application and curriculum vitae, and arrange for three confidential letters of reference to be sent, by November 15, 1992 to: Professor O.C. Walker, Head, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4. Note: Applications for this position received during last year's recruitment process are still under active consideration. Previous candidates are invited to submit any new information, and a second application is not required.

UNIVERSITÉ DE CALGARY: Professeur adjoint(e) de Français. Le département se propose de combler, au printemps 1993, un poste de professeur adjoint(e) minimal à la permanence, le poste est lié à la littérature française des XVII^e et XVIII^e siècles. Le candidat(e) sera censé(e) être au courant des différents approches et théories critiques modernes. Docteur et expérience dans l'enseignement, ainsi que maîtrise du français écrit et oral, exigés. Publications en rapport avec ou les spécialisations en français. Conformément aux exigences de l'immigration canadienne, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université de Calgary a une politique d'équité en matière d'emploi et invite toutes les personnes qualifiées, les personnes handicapées et les membres des minorités visibles à soumettre leurs candidatures. Les données sont priées d'adresser leur demande, accompagnée d'un curriculum vitae et d'appuyer extérieurement par trois lettres de recommandation confidentielles, à: Professeur O.C. Walker, Directeur, Département de Français, Italien et Espagnol, Université de Calgary, 2500 Université Drive NW, Calgary, Alberta, T2N 1N4. Les candidatures seront reçues jusqu'au 15 novembre 1992. NB: Les demandes qui, lors du recrutement de l'année passée, ont été reçues pour ce poste seront de nouveau considérées pour cette année. Les candidats (e)s passés(e)s sont priés de soumettre tout enseignement nouveau, utile, une seconde demande n'est pas à exiger.

GERMAN

ACADIA UNIVERSITY, Wolfville, N.S. The Department of German at Acadia University invites applications for a tenure track position in German Literature to begin on July 1, 1993. Teaching opportunities on one or all levels of a three- and four-year undergraduate program including the teaching of literature and various Departmental and University committee functions. Applicants should have a Ph.D. completed or near completion (at least ABD). Must be fluent in German, and should show evidence of being able to use innovative teaching methods. The position is an equity employer. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first.

GEOGRAPHY

McGILL UNIVERSITY, Department of Geography. Applications are invited for

ENGLISH

1. Tenure-track position, budget permitting, Assistant Professor, Department of English, University of Toronto. Educational requirements: 2. Qualifications: Ph.D. in English; specialization in eighteenth-century literature (emphasis on poetry of the period). 3. Applications of candidates should be sent to: Dr. M.A. Gill, Chair, Department of English, St. Mary's Xavier University, Antigonish, NS, B9G 1C0. Applications will be accepted until December 15, 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from bilingual persons, disabled persons, members of visible minorities, aboriginal peoples, and persons with disabilities.

a tenure-track position as Assistant Professor in physical geography, beginning August 1993, at an annual starting salary of \$41,000.00. The Ph.D. is essential, with demonstrated research competence and fieldwork. A dynamic young team engaged in collaborative research, we would welcome applications in climatology and hydrology, in research areas such as microclimatology, climate variability, pollutant transport, or Duetary environments. Expertise in image analysis, spatial statistics or numerical modeling is an advantage. A state-of-the-art GIS Laboratory is dedicated to research applications in the environmental sciences. The University operates research stations in temperate, subarctic, arctic, and subpolar environments, as well as a radar weather station for meso-scale studies. Competition closes 1 November 1992. Forward CV, publications, and names of three referees to: Dr. D. Sloan, Chair, Department of Geography, McGill University, 805 Sherbrooke West, Montreal, Quebec H3A 2K4. Telephone: 514-383-4112. FAX: 514-383-7437. E-mail: INDO@MUSC.MCGILL.CA. The University is an equity employer. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first.

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course development of the beginner/level 1 will be expected to be in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Applications (CV, with detailed description of teaching experience) and letters from three referees, at least one of whom can attest to the candidate's ability to teach, should be sent to: Anthony Northey, Head, Department of German, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Deadline for application, February 15, 1993.

HISTORY

SIMON FRASER UNIVERSITY - The Department of History at Simon Fraser University invites applications for a tenure track position in 20th century U.S. history. The position is to commence in September 1993. The appointment will be made at the Assistant Professor rank, and the salary will match qualifications. This position is subject to budgetary approval. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in his/her field of specialization. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date for receipt of applications is December 1, 1992. Applicants should send a curriculum vitae and three letters of reference to: Professor Paul Edwards, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

SIMON FRASER UNIVERSITY - The Department of History at Simon Fraser University

invites applications for a tenure track position in 16th and 17th century



Memorial University of Newfoundland

EMPLOYMENT OPPORTUNITY

Faculty Positions

The Faculty of Business Administration, Memorial University of Newfoundland, is seeking applications for faculty positions in several functional areas due to significant growth in undergraduate and graduate programs. There will be tenure track, contractual or visiting positions, and appointments are possible at all ranks. Employment dates are flexible, and positions are competitive and depend upon qualifications and experience. Flexible teaching schedules are available. The Faculty has instituted in the area of small business and management development. Candidates with experience in innovative teaching methods, this advertisement, in the first instance, is directed to Canadian citizens and permanent residents.

Memorial University is committed to employment equity.

Please send 2 copies of your CV to: Dr. Rick Rolan, Dean Faculty of Business Administration Memorial University of Newfoundland St. John's, NL A1B 3X9 Telephone: (709) 737-5351 Fax: (709) 737-7630



Memorial University of Newfoundland

EMPLOYMENT OPPORTUNITY

School of Nursing

Applications are invited for a tenure-track position in Memorial's School of Nursing. Appointments, normally made at the lecturer or assistant professor rank, will commence in the fall semester of 1993 or a mutually accepted date.

A masters degree is required, doctoral degree preferred. Competence in two areas of clinical nursing practice would be an asset. One of these should be in community health, mental health, medical-surgical or maternal-child nursing.

The successful candidate is expected to develop and teach nursing courses in classroom and clinical settings and maintain an ongoing program of research.

Applications with curriculum vitae and the names of three referees should be sent to:

Marilyn Beaton
Acting Director
School of Nursing
Memorial University of Newfoundland
St. John's, NF
A1B 3V6

The closing date for applications is December 15, 1992.

In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

CAUT BULLETIN ACPU

INSTRUCTOR

Seventeenth Century English

Duties - Competition #92-095
The successful candidate will teach 3 sections of English, including Milton and the Seventeenth century.

Qualifications
Ph. D. in Seventeenth century literature, preferably Milton. Preferred second area in history or structure of English; or American literature. Commitment to both teaching and scholarship is essential.

Starting Date is July 1, 1993

INSTRUCTOR

History and Structure of English

Duties - Competition #92-096
Depending upon funding approval, the successful candidate will teach 3 sections of English, including courses in the history or structure of English.

Qualifications
Ph. D. in history or structure of English Language. Commitment to both teaching and scholarship is essential. Second specialty in sixteenth century or American preferred.

Starting Date is July 1, 1993

Closing Date for Applications: December 1, 1992

Please quote appropriate competition numbers on all resumes and correspondence.
Forward resume with 3 references, formal verification of education level to:
Chair, Search Committee
Human Resources Division, UCC,
Box 3010, Kamloops, B.C. V2C 5N3

AN EQUAL OPPORTUNITY EMPLOYER

THE UNIVERSITY COLLEGE OF THE CARIBOO

22 - OCTOBER/OCTOBRE 1992

UNIVERSITÉ Laval Faculté des lettres

PROFESSEURE, PROFESSEUR EN LATIN

Le département des littératures désire pourvoir un poste de professeur de carrière.

La personne titulaire de ce poste devra :

- Assumer un enseignement en langue et littérature latines, ainsi qu'en civilisation romaine, aux trois cycles;
- Assumer la direction de mémoires de maîtrise et de thèses de doctorat;
- Mener des activités de recherche;
- Participer aux activités départementales et universitaires;
- Contribuer au rayonnement des études classiques.

CRITÈRES DE SÉLECTION

- Docteur en études latines ou thèse déposée avant la date de l'engagement;
- Maîtrise de la langue française;
- Appétit à l'enseignement;
- Appétit à travailler en équipe dans le domaine de la recherche.

TRAITEMENT ET CONDITIONS DE TRAVAIL

Selon la convention collective en vigueur.

L'Université Laval applique un programme d'écéc à l'égalité en emploi qui consacre le moitié des postes vacants à l'engagement de femmes.

ENTRÉE EN FONCTION : Le 1^{er} juin 1993

Faire parvenir sa candidature accompagnée d'un curriculum vitae et de trois lettres de recommandation avant le 31 décembre 1992 à :

Madame Marthe Pagé, directrice
Département des littératures
Faculté des lettres
Pavillon Charles-De Koninck
Université Laval, Québec G1K 7P4

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux immigrantes et immigrants régus.

22 - OCTOBER/OCTOBRE 1992

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Academic Positions

The University of Northern British Columbia is Canada's newest university, and the fourth publicly-funded university in the Province. It has a mandate to serve the northern two-thirds of British Columbia, and will have a main campus in Prince George (pop. 71,000). The University's goal is to establish a strong reputation in both instruction and research. It will offer a range of Arts, Science and professional programs specifically targeted to meet the needs of northern British Columbia. Graduate programs will be offered, and the University will conduct research in a wide range of areas, with an emphasis on subjects of relevance to northern British Columbia. International contacts will be developed primarily in the Circumpolar North and the Pacific Rim.

The University, which is to open fully in September 1994, will

make 40 academic appointments in the fall and winter of 1992-1993. Successful applicants will assume their positions at dates to be negotiated, but no later than September 1, 1993. Rank and salary are open, according to experience.

The University is particularly interested in applicants with an interdisciplinary perspective and research and teaching specialization within their disciplines in Northern Studies, First Nations Studies, Women's Studies, Environmental Studies, and International Studies (Circumpolar and Pacific Rim). In professional fields, Northern and First Nations' experience is preferred. UNBC has designated priority areas for this competition for some disciplines; however, applicants from other specialty areas will be considered especially when no priority areas have been listed.

Faculty of Arts and Sciences

English
Women's Literature
First Nations' Literature
Comparative Literature
History
Alaska/Pacific Northwest
Women's
First Nations
Physics
Structural/Material Science
Biophysics
Anthropology/Archaeology
Medical
Ecological/Environmental
First Nations Studies
Language and Culture of one or more of the First Nations of Northern or Coastal B.C.
Chemistry
Biochemistry/Organic
Chemical Engineering
Inorganic
Math/Computer Science
Statistics
Women's Studies
Northern Studies

Faculty of Health and Human Sciences

Psychology
Clinical
Social/Ethnic Relations
Health Behaviour
Social Work
First Nations
Northern/Rural
Women's Issues
Nursing
Community/Primary Care
Nursing Theory/Process
Northern/Native
Physical Therapy
Occupational Therapy
Community Rehabilitation
Education
Curriculum Development
Cross-cultural Education

Faculty of Management and Administration

Business Administration
Management
Regional Business
Development
Accounting
International Studies
Circumpolar North
Pacific Rim Relations
Global Resources/Environment
Public Administration
Political Science
Canadian Public Policy
Health Care and Social Policy
First Nations Administration
Economics
Northern/Regional
Development
Natural Resource Economics
International Economics

Faculty of Natural Resources and Environmental Studies

Forestry
Forest Soils (Sub-arctic)
Sustainable Forest
Ecosystems Management
Forestry-Wildlife Interactions
Geography
Aboriginal Issues
Hydrology/Geomorphology
Northern Development
Tourism & Outdoor
Recreation
Tourism/Marketing
Recreational Development
Biology
Fisheries/Marine
Wildlife/Conservation
Population/Community
Ecology
Environmental Studies
Land-Use
Planning/Environmental
Impact Assessment
Environmental Engineering
Environmental Dynamics
Modelling

A commitment to the maintenance of high quality in undergraduate and graduate teaching is essential. Candidates will have records of scholarly achievement or, if junior, should be able to demonstrate their potential. Candidates should have a record of securing financial support for their research and should be prepared to illustrate how their research activities fit with areas of relevance to UNBC. The PhD or the highest academic qualification appropriate to the field is expected. Evidence of other scholarly or professional accomplishments in exceptional circumstances may substitute for academic degrees.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UNBC is committed to the principle of equity in employment.

UNBC will hold another institution-wide competition for faculty positions in the fall of 1993. By September 1994, the University expects to have approximately 150 faculty on staff.

Please send a letter of application, resumé, and the names of three referees to the following address. Preference will be given to those who apply prior to October 30, 1992.

Director of Human Resources, PO Bag 1950, Station A, 1399 Sixth Avenue, Prince George, BC V2L 5P2

British history. The position is to commence in September 1993. The appointment will be made at the Assistant Professor rank, and the salary will match qualifications. This position is open to budgetary approval. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research program in his/her field of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada at the time of the application. Simon Fraser University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date for receipt of applications is January 1, 1992. Applicants should send a curriculum vitae and three letters of reference to Professor Paul Edward Sutton, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S5.

QUEEN'S UNIVERSITY: The Department of History invites applications for a tenure stream appointment in Canadian History at the rank of Assistant Professor, commencing July 1993. Special consideration will be given to applicants who can teach undergraduate classes in one or more of these areas: Canadian political history, French Canada, Western Canada, and Canadian economic history. For graduate supervision the candidate's specialization should be in the twentieth century. The Ph.D. and a commitment to research and publishing are required for appointment. The deadline for completed applications, including letters of reference, is 16 November 1992. Please send applications with a curriculum vitae, teaching sample, and arrange to have three letters of reference sent to: Canadian History Search Committee, c/o Jack Cowling, Chair, Department of History, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

UNIVERSITY OF VICTORIA: The Department of History at the University of Victoria invites applications for a tenure or tenure-track appointment in Canadian History. The position is open to a candidate must have demonstrated research and teaching experience in aboriginal history or related areas. Particular emphasis on ethnic Canadian history, or the north. The successful candidate will teach a course in Canadian indigenous history, the Canadian survey and an upper level course in the candidate's area of expertise. A completed Ph.D., teaching experience and publications are very desirable. Applicants should send a curriculum vitae and three letters of reference to: Dr. Peter Bakewell, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3A9. Closing date for receipt of applications is 30 October 1992. In accordance with Canadian Immigration policy, priority will be given to Canadian citizens and permanent residents of Canada.

be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

HUMANITIES

YORK UNIVERSITY - The Department of Humanities, Atkinson College, York University has a continuing vacancy for an Assistant Professor in Canadian History, 1993 to September 30, 1993. (The position is subject to budgetary approval by the University.) Candidates should demonstrate an interdisciplinary bias in their knowledge of western cultural traditions of the nineteenth and twentieth centuries. Particular emphasis on Canada's role in contemporary western culture. Atkinson College is a Faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, primarily through evening courses and both evening and daytime courses in the summer. Required is a Ph.D. in a relevant field; publications, research, special degree, or teaching experience relevant to the subject area described above, and experience teaching adult students. The successful candidate will be given to those candidates with publications or conference papers in the subject area described, and a substantial teaching record. The applicants should mail of FAX a curriculum vitae, together with three letters of reference, to: Peter Such, Chair, Humanities Department, Atkinson College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. FAX: (416) 736-5103. Deadline for receipt of applications is October 31, 1992. York University is implementing a policy of employment equity, including but not limited to race, gender, age, and disability. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

JAPANESE

UNIVERSITY OF BRITISH COLUMBIA - Two Positions in Japanese. Applications are invited for a tenure track position at the Assistant Professor level in Japanese Language. Qualifications should include Ph.D. in hand at time of appointment, an excellent command of Japanese language, and a demonstrated commitment to research. Some North American college or university level Japanese teaching experience is required. Responsibilities will include: coordinating the department's modern Japanese language program, teaching some lower-level modern Japanese language, and offering graduate level courses in areas of specialization. Applied linguistics and socio-linguistics are particularly sought, but applications from other proven language teachers will also receive serious consideration. 2) A tenure-track position at the Assistant Professor level in Pre-modern Japanese History. Qualifications should include Ph.D. in hand at time of appointment, and a demonstrated commitment to research

and teaching. Qualified candidates specializing in Edo period intellectual history, culture or religion are especially encouraged to apply. Salary for both positions commensurate with qualifications and experience. The positions are subject to final budgetary approval. Appointments may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia encourages qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Michael S. Ouke, Chair, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada V6T 1Z2. The deadline for receipt of applications is January 20, 1993. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

LANGUAGES

QUEEN'S UNIVERSITY in Kingston, Ontario invites applications for a contract position to teach Japanese language beginning on September 1, 1993. The position requires teaching introductory through advanced Japanese during the summer term and continuing the development of materials for, and teaching on, an intensive summer course in Japanese. Applications will be accepted until October 31, 1992. Applicants should have appropriate training for teaching Japanese as a foreign language up to the advanced level. A minimum of a Master's starting annual contract rate will be \$25K. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from qualified women, aboriginal peoples, people with disabilities, and visible minorities. Please send c.v. and names of three referees to: R.L. Jackson, Associate Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6. TEL: (613) 548-2306 or FAX: (613) 545-2013.

LIBRARY

McGILL UNIVERSITY - Osher Library of the History of Medicine. Applications are invited for the tenure track position of History of Medicine Librarian which will be available from June 1, 1993. The successful candidate will be commensurate with qualifications. The Osher Library librarians have academic status and are eligible for sabbatical leave and tenure. The Osher Library of the History of Medicine has a world renowned collection of over 40,000 rare books, manuscripts, and secondary works in the history of medicine and the health sciences. Its acquisitions budget is about \$60,000 per annum and the library presently has a staff of two librarians and three library assistants. The Osher Library is a part of the McGill University Library system and the History of Medicine Librarian is

responsible to the Life Sciences Area Librarian, (who is also the head of the Health Sciences Library) for the management of the Osher Library. The Osher Library Librarian is Secretary to the Osher Library's Board of Governors and reports to it on all matters under its jurisdiction. Candidates should hold an MLS degree from an ALA accredited library school, or equivalent, and have proven competence as a librarian with management responsibilities. In addition, they should have competence as a scholar in the history of medicine or allied subjects. Appropriate language knowledge necessary for scholarship in these fields is expected. Knowledge of French is required. Applications should be in writing and must include the names and addresses of three referees. They should be received by November 15, 1992. Apply to: David S. Crawford, Life Sciences Area Librarian and Chair, Selection Committee, McGill University, 3655 University Avenue, Montreal, Quebec H3G 1Y6. In accordance with Canadian immigration regulations, this advertisement is directed to the first instance to Canadian citizens or permanent residents. McGill University is an equal opportunity employer.

MANAGEMENT

THE UNIVERSITY OF TORONTO, Scarborough Campus, invites applications for a tenure-stream position in general management of organizational behaviour, at the Assistant or Associate Professor level to commence July 1993. A Ph.D. is required with evidence of excellence in research and teaching. In the area of general management, we are interested in candidates who can teach an introductory management course. In addition, part of the position's teaching responsibilities will include management skills; therefore, we are also looking for interest and strength in that area. The appointment will include membership, and the opportunity to do graduate teaching in the area of management. Research and computer support offered. Applications with curriculum vitae, 3 letters of reference, and evidence of scholarship should be sent to: Dr. J.W. Lawrence, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

UNIVERSITY OF TORONTO, Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Analysis. Preference will be given to researchers in the areas of harmonic analysis, geometric analysis and differential equations. The appointment is at the downtown (St. George)

campus at the level of Assistant Professor, to begin July 1, 1993. Candidates are expected to have at least three years experience in the field. Teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1992. The University of Toronto encourages both women and men to apply.

MATHEMATICS

UNIVERSITY OF WATERLOO - The Department of Pure Mathematics at the University of Waterloo invites applications for one or more tenure track positions at the Assistant Professor level starting July 1, 1993. For its first appointment the Department is particularly interested in candidates whose research interests are related to Algebraic Geometry, Algebraic Topology or Differential Geometry. A second appointment (tenure track or definite term) may also be made in the above areas or in some area of Analysis. In order to be considered for the position, a Ph.D. is required. An appointment will be offered only to someone with very strong research and teaching qualifications. The University of Waterloo is committed to increasing the number of its female faculty, and therefore applications from women mathematicians are particularly welcome. Outlets will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. The deadline for applications is January 15, 1993. An application should contain the curriculum vitae of the candidate plus three letters of reference sent directly from the referees. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. All appointments are subject to the availability of funds. Please send applications to: Dr. J.W. Lawrence, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

UNIVERSITY OF TORONTO, Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Analysis. Preference will be given to researchers in the areas of harmonic analysis, geometric analysis and differential equations. The appointment is at the downtown (St. George)

BRANDON UNIVERSITY POSITION VACANCY DEAN OF EDUCATION

Applications and nominations are invited for the position of Dean of the Faculty of Education. The appointment is normally for a five-year term (subject to re-appointment) and will be effective August 1, 1993. The current policy of the Board of Governors is to re-open the position every five years and the incumbent may be a candidate for the position.

Applicants or nominees must have a strong background in teaching, research and university administration and appropriate academic credentials. Experience with aboriginal education is highly desirable. A background that includes teaching in public schools, familiarity with athletic programming, and distance education is seen as an asset. The successful candidate will be expected to provide dynamic and innovative leadership and to motivate and work cooperatively with faculty, staff and students, within the Faculty of Education, and with other faculties and units on campus. The successful candidate must also be perceived to be an effective external representative of the Faculty in dealings with other educational institutions, government departments and agencies, professional groups, and industry.

Brandon University has a full-time and part-time undergraduate population of some 3800 students and employs approximately 200 faculty and 200 support staff. The University offers undergraduate degree programs in Arts, Science, Education, Music and General Studies, as well as graduate degrees in Education and Music.

The Faculty of Education is comprised of 45 faculty and 1400 students and offers a four-year B.Ed., a two-year alter degree program [B.Ed. (AD)], a five-year B.Ed., a five-year concurrent degree in Music and Education, and a Master of Education. The Faculty has achieved national and international acclaim for its innovative programs for training of northern and aboriginal teachers and administrators (i.e. BUNTEP and PENT). Included in the Faculty is a department of Physical Education and Recreational Services. Campus and visit to athletic programs report to the Dean of Education.

In accordance with Canada Immigration regulations this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer and both men and women are encouraged to apply.

Nominations and applications with an up-to-date curriculum vitae and the names and addresses of at least three referees, should be forwarded by October 31, 1992 to:

Chair
Search Committee for the Dean of Education
c/o The President's Office
Brandon University
Brandon, Manitoba R7A 6A9
FAX Number: (204) 729-9016



BRANDON UNIVERSITY POSITION VACANCY DEAN OF STUDENT SERVICES

Applications and nominations are invited for the position of Dean of Student Services. The appointment will be for a five-year term (subject to re-appointment) and will be effective August 1, 1993.

The Dean of Student Services occupies a senior management position and is responsible for planning, initiating, expediting and facilitating programs in the areas of academic, personal, vocational/developmental and career counselling; learning skills development; financial aid; admissions and recruitment; high school and community liaison; residence halls and other campus special programs.

The successful candidate will have a minimum of a master's degree (or equivalent) with appropriate professional expertise and experience. Preference will be given to candidates with special experience in the area of student services and/or guidance/counselling in a University environment as well as demonstrated administrative experience.

Brandon University has a full-time and part-time undergraduate population of some 3800 students and employs approximately 200 faculty and 200 support staff. The University offers undergraduate degree programs in Arts, Science, Education, Music and General Studies, as well as graduate degrees in Music and Education. In addition, Brandon University has been a leader in developing well-established programs for the Aboriginal populations of Manitoba and in developing special programs for both non-traditional and mature students.

In accordance with Canada Immigration regulations this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer and both men and women are encouraged to apply.

Applications and nominations with an up-to-date curriculum vitae and the names and addresses of at least three referees, should be forwarded by November 30, 1992 to:

Chair
Search Committee for the Dean of Student Services
c/o The President's Office
Brandon University
Brandon, Manitoba R7A 6A9
FAX Number: (204) 729-9016



Parkwood Hospital, the London Regional Cancer Centre and the Department of Family Medicine of the University of Western Ontario require a Family Physician with Palliative Care Experience

As Chief of the Department of Palliative Care Medicine at Parkwood Hospital and as a provider and consultant in Palliative Care at the London Regional Cancer Centre, this physician would provide clinical leadership in the hospital and centre as well as academic direction of Palliative Care for the Department of Family Medicine. The successful candidate will have Certification of the College of Family Physicians of Canada, or equivalent; experience of family practice and palliative care; interest in teaching and research in palliative care; and proven capability in collaborating in a multidisciplinary team environment. Liaison with other health professionals and physicians, particularly family physicians in the community will be important.

This is a full-time academic appointment in the Department of Family Medicine of the University of Western Ontario.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Positions are subject to budget approval.

Applicants should submit a curriculum vitae and the names of three referees by November 1, 1992 to:

Dr. Brian Hennen
Chair
Department of Family Medicine
Room K101, Kresge Building
The University of Western Ontario
London, Canada N6A 5C1

The Department of Family Medicine of the University of Western Ontario seeks a Family Physician with interest and experience in caring for persons with developmental disabilities

This full-time academic position is situated in the Southwestern Regional Centre, located near Blenheim, Ontario. Responsibilities include care (shared with one other full-time clinician) for approximately 500 residents of the Centre and academic development of teaching and research initiatives in collaboration with the Department of Family Medicine. This is an opportunity to develop and supervise innovative approaches to medical and health care intervention strategies for community-based and centre-based patients.

The successful candidate will have a general licence to practice medicine in Ontario and Certification by the College of Family Physicians or by the Royal College of Physicians and Surgeons (or their equivalent).

The position is funded by the Southwestern Regional Centre for five years, renewal subject to determination of continuing need and resources availability.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Positions are subject to budget approval.

Reply in confidence, with a curriculum vitae and the names of three referees by November 1, 1992 to:

Dr. Brian Hennen
Chair
Department of Family Medicine
Room K101, Kresge Building
The University of Western Ontario
London, Canada N6A 5C1

encourages women, aboriginal people, visible minorities, and persons with disabilities to apply.

OCEANOGRAPHY

DAHLHUSE UNIVERSITY - The Physical Oceanography group of the Department of Oceanography, University of Western Ontario, invites applications for research associates in marine biology to contribute to problems involving the dynamics of non-linear processes. Projects currently underway include a successful applicant would be expected to contribute, involve graduate students, and sea/interior the dispersion, of fusion and mixing of tracers in both coastal and oceanic environments, and deep convection. Candidates are expected to have a doctoral degree in physical oceanography or physics, with training in postdoctoral experience. Please send a letter of application, curriculum vitae, and statement of research interests, and names of three references by October 31, 1992 to Dr. Anthony J. Bowen, Chair, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia B3H 4J1, in accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Western Ontario is an Equal Opportunity Employer. The University encourages women, aboriginal people, visible minorities, and persons with disabilities to apply.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry - Canada. Applications are being accepted for a two year definite term appointment, renewable subject to the renewal of the contract as full-time research optometrist at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials, optometric examination, and research protocols, reports, data analysis, clinical philosophy, poster and presentation preparation, and participation in other applied research projects. Applicants should have an M.D. degree or equivalent optometric qualification and/or graduate degree. Preference will be given to applicants with research experience in contact lens research. Starting salary is from \$35,000, negotiable according to experience. The University of Waterloo is an Equal Opportunity Employer. General inquiries and/or letters of application with a current resume should be submitted to the Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Closing date for receipt of applications: November 30, 1992.

PEDIATRICS

QUEEN'S UNIVERSITY - Neonatology Faculty Position: DN - Department of Pediatrics, Queen's University of the Kingston General Hospital. This is a geographic full-time position in neonatology beginning July 1, 1993. Applicants should have Royal College certification and have completed a fellowship in neonatology subspecialty training. Protected time will be provided for academic research. Rank and salary will depend on qualifications and experience. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Candidates who are not equally encouraged to apply. Interested candidates please send curriculum vitae, names and addresses of three referees as: B.A. Wherret, MD, Professor and Head, Department of Pediatrics, Queen's University, Kingston, Ontario K7L 5G2.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Paediatrics at the University of British Columbia invites applications for fellows/subspecialty trainees in divisions as listed below. Training occurs at B.C. Children's Hospital, the only university affiliated tertiary care centre for children in British Columbia. Positions in most divisions are available July 1st, 1994 and January 1st, 1995. At least three years of pediatric training is required by the following divisions: Biochemical Diseases (including Cystic Fibrosis and Inborn Metabolic Diseases), Endocrinology, Developmental Pediatrics, Endocrinology, Gastroenterology, Hematology/Oncology, Infectious and Immunological Diseases, Neonatal Perinatal Medicine, Nephrology, and Rheumatology. The Pediatric Intensive Care Unit provides the first three years of core training in pediatrics or anaesthesia, and the Division of Neurology requires a minimum of one core year of pediatrics. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. If no qualified Canadian or landed immigrant applications are received, other candidates will be considered. Salary is commensurate with qualifications and experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Send curriculum vitae by March 31, 1993 to the Head of the appropriate Division, c/o: B.C. Children's Hospital, 4450 Oak Street, Vancouver, B.C. V6H 4V9.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Paediatrics at the University of British Columbia invites applications for a one year, renewable Teaching Fellow commencing July 1, 1993. Duties involve teaching in the undergraduate programs and other educational responsibilities in the Department of Paediatrics. This is a salaried full-time position based on a 40-hour work week. There are no call duties with salary commensurate with qualifications and experience. Three years of core Pediatric training is required. In accordance with Canadian immigration regulations, this ad is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia encourages applications especially women, aboriginal people, visible minorities and persons with disabilities. Please send curriculum vitae to: Jean Fraser, UBC Department of Paediatrics, BC Children's Hospital, 4450 Oak Street, Vancouver, B.C. V6H 4V9 by December 31, 1992.

PHARMACOLOGY

UNIVERSITY OF TORONTO - The Department of Pharmacology, Faculty of Medicine, University of Toronto invites applications for a tenure track Assistant Professorship from individuals well quali-

fied to establish an independent first-class research program employing a cellular or molecular approach to the study of the mechanisms of toxicity of drugs or other chemical agents. Successful applicants will have proven in teaching as well as in research and will be expected to teach some portion of pharmacology, undergraduate, graduate, or professional (medicinal) courses. Qualifications should include a Ph.D. or M.D. degree with postdoctoral research experience. The starting date is July 1993 with some flexibility if necessary. Applications should include curriculum vitae, a letter of reference, and a statement of intended research interests and the curriculum vitae should be received by or before 15 December 1992 to: Dr. Alan B. Day, Professor and Chair, Department of Pharmacology, Medical Sciences Building, University of Toronto, Toronto, Ontario, Canada M5S 1A5. The University of Toronto encourages applications from both women and men.

PHARMACOLOGY & THERAPEUTICS

McGILL UNIVERSITY - The Department of Pharmacology and Therapeutics is seeking candidates for a tenure track Assistant Professor in the Department of Pharmacology and Therapeutics. The successful candidate will have a Ph.D. degree, or equivalent, and must have a medical neuropharmacology background with extensive research experience in neurodegenerative processes, using cellular, immunohistochemical (light and electron microscopy), and molecular biology techniques (as evidenced by publications in international journals). The successful candidate must be capable of carrying out independent research into the degeneration and repair of the central nervous system, including the molecular basis of such processes. The selected candidate must have a well-developed research program in the field of dementias and, as he/she will supervise thesis students, a history of supervising students in the laboratory is required. Knowledge of the microscopical organization of the central nervous system is development and pathology is fundamental. Salary will be determined by the University according to experience and expertise. The successful candidate should address their responses, including curriculum vitae, and three letters of recommendation, to: Professor A. Claudio Cuello, Chair, Department of Pharmacology and Therapeutics, McGill University, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6 before November 30, 1992. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

PHILOSOPHY

UNIVERSITY OF TORONTO - Department of Philosophy, Toronto, Ontario. Invites applications for a tenure stream position at the rank of Assistant Professor, to begin 1 July 1993 (contingent on budgetary approval). AD/AS/AC open. The successful candidate will have a Ph.D. and research in the area of environmental ethics. Qualifications: Ph.D. and evidence of excellent teaching. Salary commensurate with qualifications. Applications, including curriculum vitae, writing samples of at least three letters of reference, should be sent to: The Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada M5S 1A1. Closing date for receipt of applications: 15 November 1992. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages applications from both women and men to apply for positions. The Department of Philosophy is particularly interested in attracting qualified female applicants.

UNIVERSITY OF TORONTO - Department of Philosophy and the Centre for Bioethics, Toronto, Ontario invites applications for a tenure stream position at the rank of Assistant Professor, to begin 1 July 1993, Ph.D. and evidence of excellent teaching required. Area of specialization: bioethics. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to: The Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 15 November 1992. The University of Toronto encourages both women and men to apply for positions. The Department and the Centre are particularly interested in attracting female applicants. Initial funding for this position is made possible by a Tansor Professorship.

THE UNIVERSITY OF CALGARY - Department of Philosophy invites applications for an Associate Professor or junior full Professor (tenure track effective July 1, 1993, with specialization in one or more of ethics, applied ethics, social and political philosophy, and philosophy of law. Candidates should have a scholarly record of high quality with significant publications and show evidence of excellence in teaching undergraduate and graduate courses and experience in supervising graduate students. Rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from both women and men, including women, aboriginal people, visible minorities and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should provide a curriculum vitae together with evidence of teaching performance and samples of written work, and arrange to have at least three letters of reference sent before December 15, 1992 to: Dr. M. Baker, Head, Department of Philosophy, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

L'UNIVERSITÉ D'OTTAWA - Poste en philosophie. L'Université d'Ottawa annonce un poste régulier en philosophie, ouvert sur la permanence, au rang d'adjoint(e). L'entrée en fonction est fixée au 1er juillet 1993. Le candidat(e) en philosophie est requis. Le traitement sera établi conformément aux normes de la convention collective de l'Université. La philosophie contemporaine constitue le domaine de spécialisation. Le domaine la compétence est ouvert. L'Université exige le bilinguisme (français/anglais) pour l'entrée en fonction. Le poste est un poste de philosophie est engagé dans une politique d'équité en matière

d'emploi. Ce concours était préalable pour les citoyens canadiens et les résidents permanents du Québec. L'adresse postale des candidats, le curriculum vitae, trois lettres de référence, et toute autre documentation, attestant de l'excellence dans l'enseignement et de la recherche, et appuyée par des lettres de recommandation, doit être envoyée le 15 novembre 1992 à: Monsieur Hillard Aitken, Directeur, Département de philosophie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Téléc: 613-562-5525.

UNIVERSITY OF OTTAWA - Position in Philosophy. The University of Ottawa is seeking a tenure track position in philosophy at the level of assistant professor beginning July 1, 1993. The salary will be determined in accordance with the Collective Agreement of the University. Area of specialization: contemporary continental philosophy. Area of competence is a combination of tenure (English/French) is a combination of tenure. The Department of Philosophy is committed to a policy of employment equity. This position was previously advertised for Canadians and permanent residents. It is now open to all qualified individuals, including Canadians and permanent residents, and others. Applications, including a curriculum vitae, a letter of reference, and any other supporting documents attesting to excellence in teaching and research, should be sent to: The Chair, Department of Philosophy, University of Ottawa, Ottawa, Ontario, K1N 6N5. Fax: 613-564-7858.

POLITICAL SCIENCE

UNIVERSITY OF ALBERTA - The Department of Political Science, University of Alberta, invites applications for a tenure position at the level of Assistant Professor in the field of Comparative Politics. The successful candidate will be required to teach and supervise graduate students. Applicants should send curriculum vitae, a letter of reference, and three letters of recommendation, to: Professor A. Claudio Cuello, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2G4, by the deadline of 15 January, 1993. The University of Alberta is committed to the principles of employment equity. The University encourages applications from both women and men, including women, aboriginal people, visible minorities and people with disabilities.

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PSYCHIATRY

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academic level commensurate with qualifications and experience. Salary range: Assistant Professor \$42,035 - \$57,003; Associate Professor \$48,423 - \$71,725; Professor \$61,593 and up. There is an additional opportunity for clinical academics. Deadline for applications: November 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Further details may be obtained from: Dr. R.C. Sand, Chair, Search and Selection Committee, Department of Psychiatry, Faculty of Medicine, 127-43 Wylie Mackenzie Centre, University of Alberta, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principles of employment equity in employment. The University encourages applications from both women and men, including women, aboriginal people, visible minorities and people with disabilities.

PSYCHOLOGY

ACADIA UNIVERSITY - Wolfeville, N.S. - Department of Psychology: Tenure Track Position #2111. Acadia University is seeking a faculty member for a full-time, tenure track position at the Assistant Professor level, to commence July 1, 1993. The Department, which has a complement of eleven faculty members, offers a position in the field of Psychology. The successful candidate will have a Ph.D. degree, and is a partner in the doctoral program in clinical psychology offered by Acadia University. The successful candidate will be expected to teach and supervise graduate students. Applicants should send curriculum vitae, a letter of reference, and three letters of recommendation, to: The Chair, Faculty Search Committee, Department of Psychology, University of Acadia, 1155 West Main Avenue, B.C., V6T 1Z4. Closing date for applications is December 31, 1992.

TRINITY WESTERN UNIVERSITY - Subject to budgetary approval, tenure track position as Program Director and Assistant Professor in Counselling Psychology to begin in January or June, 1993. Duties include administering and instructing in a strong sense of community. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Further details may be obtained from: Dr. R.C. Sand, Chair, Search and Selection Committee, Department of Psychology, Faculty of Medicine, 127-43 Wylie Mackenzie Centre, University of Alberta, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principles of employment equity in employment. The University encourages applications from both women and men, including women, aboriginal people, visible minorities and people with disabilities.

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existing counselling ministry program in the primary division and in a new, small, high quality M.A. in Counselling Psychology program (with a family therapy emphasis) full member of A.U.C.C. Candidates must be able to support the University's Statement of Faith and its Commitment to Standards agreement. C.V.s and letters of reference should be addressed to: Dr. Kenneth Davis, Graduate and Tenure Track Western University, 7600 Glen Road, Langley, B.C. V3A 6H4 (604) 888-7511. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Further details may be obtained from: Dr. R.C. Sand, Chair, Search and Selection Committee, Department of Psychology, Faculty of Medicine, 127-43 Wylie Mackenzie Centre, University of Alberta, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principles of employment equity in employment. The University encourages applications from both women and men, including women, aboriginal people, visible minorities and people with disabilities.

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